

# State Of The Civil Engineer Corps



Active/Reserve Force

## Fiscal Year 2018

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# I. Introduction

The FY-18 *State of the Civil Engineer Corps* reflects the composition of both the Active and Reserve CEC as of the end of September 2018.

This publication is an accumulation of numerous statistics that objectively present statistical information so that readers may draw their own conclusions. It is specifically designed to report data rather than evaluate the information. In many cases, information from earlier reports is included to better track trends and provide a basis for comparison.

This is an evolving document, so your comments and suggestions are welcomed and solicited for this annual publication. Please forward comments and ideas to LCDR Henry Sutter at (901) 874-4034, DSN 882-4034, e-mail at [henry.b.suter@navy.mil](mailto:henry.b.suter@navy.mil).

## Sources of data:

The active personnel data compiled in this report is generated utilizing the Online Distribution Information System (ODIS) and Officer Personnel Information System (OPINS) as of the end of September 2018.

The reserve personnel data compiled in this report is generated from the Reserve Officer Management Information System (ROMIS), Reserve Headquarters Support System (RHS) and Inactive Manpower and Personnel Management System (IMAPMIS) as of the end of September 2018.

## II. Active Component (AC) Composition

### A. Introduction

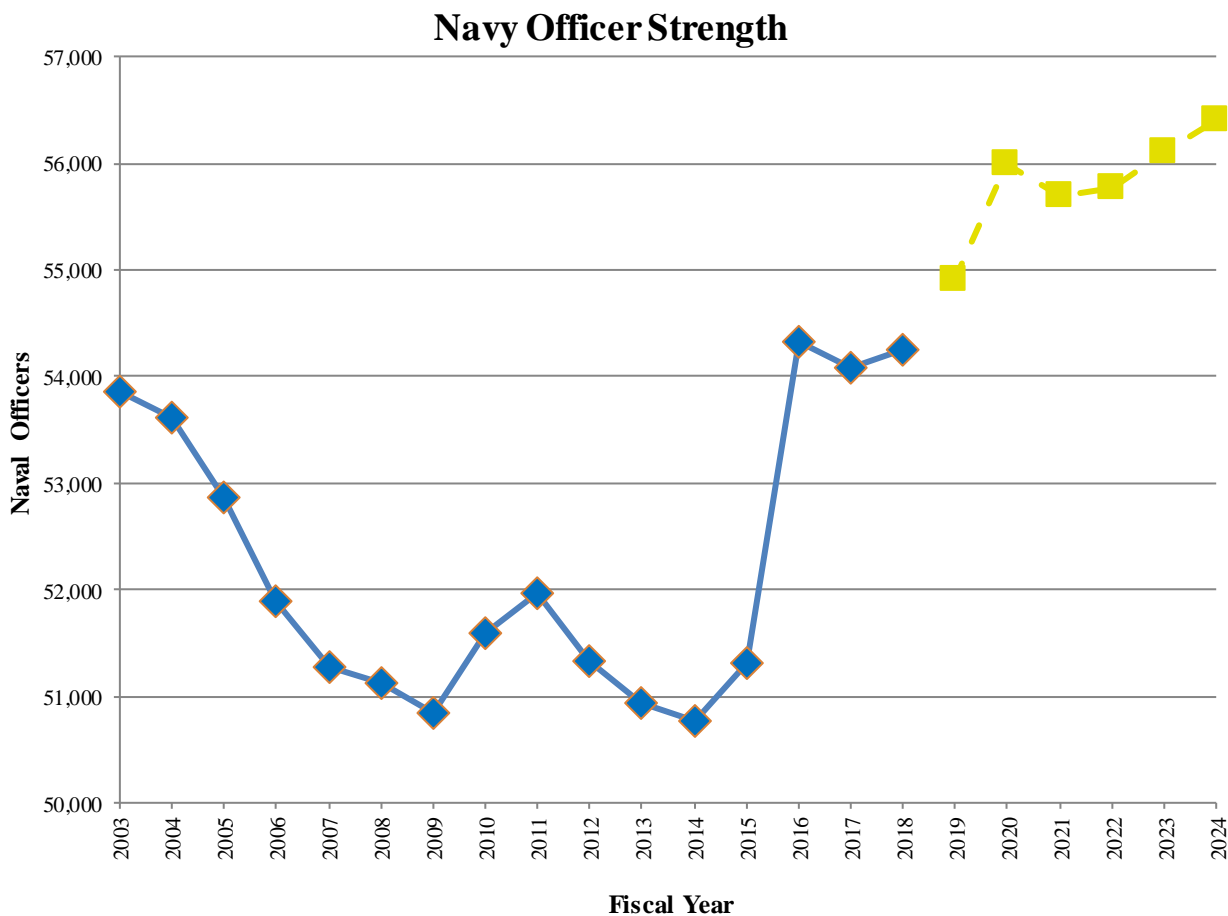
In order to better set the course of our future, we must first understand our past as well as our composition today.

A primary community management function is to balance actual personnel on board with the authorized number of billets and personnel. When compared to the five year average, the CEC in 2018 experienced average losses, average accessions, and stable authorized end strength. The Civil Engineer Corps ended this year over the authorized end strength due to the significant Naval Construction Force cuts from FY-12 through FY-15. The challenge now is to maintain community health during a period of downsizing, while still providing superior support to the Navy and the joint force.

The Civil Engineer Corps accesses and promotes officers without regard to race, creed, or gender. We do track demographics with respect to gender, race and ethnicity to identify areas of concern or negative trends. CEC community demographics are included in this report.

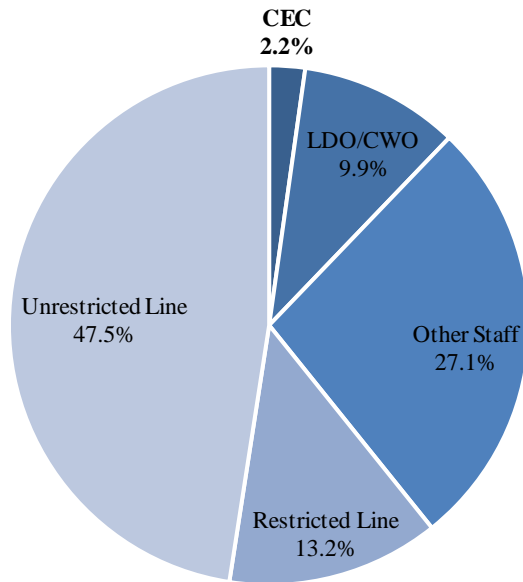
### B. Navy Composition

The overall authorized Navy officer strength, peaked at 54,333 in FY-16 and is planned to raise over 56,000 by FY-20 and continue to climb through 2024. Following is the historical data and projections for the U.S. Navy.



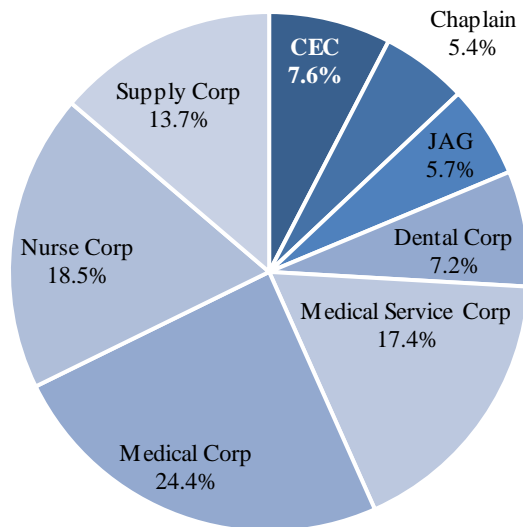
As shown in the graph below, the Unrestricted Line community accounts for almost half of the total Navy officer strength. The CEC is 2.32% of the total officer strength. Furthermore, Staff corps communities account for almost 30% of the total Navy strength.

### Officer Distribution



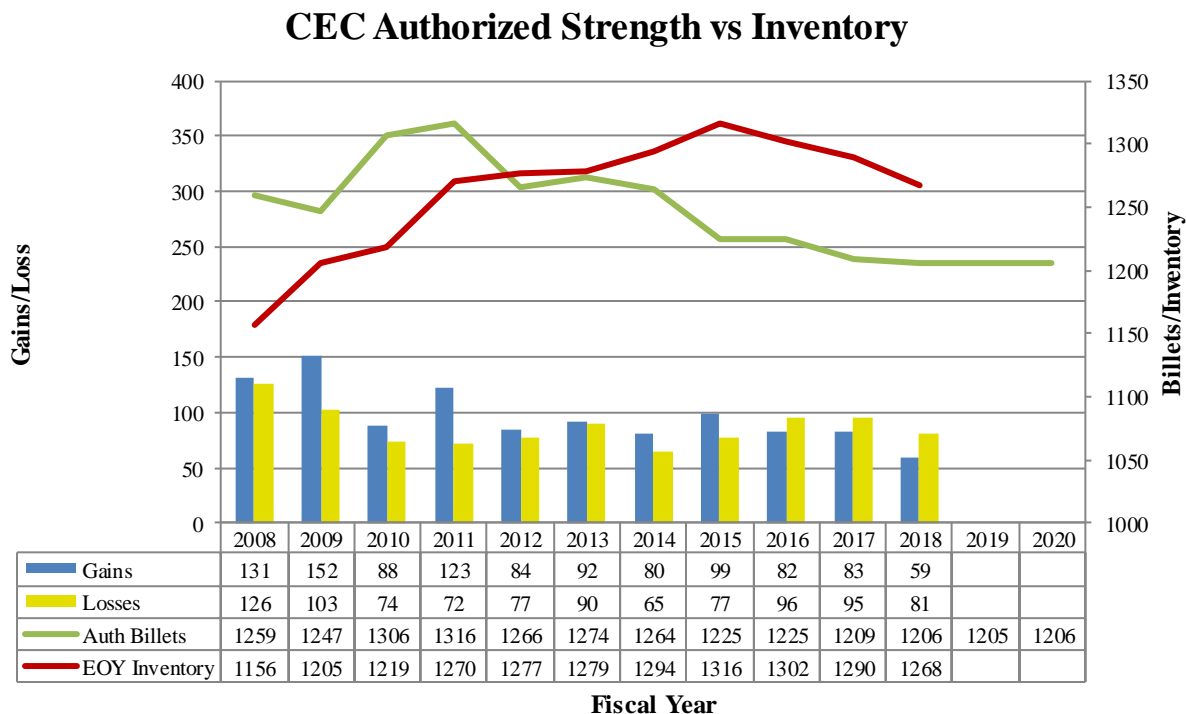
Also shown below, the medical communities comprise most of the total staff corps personnel with the CEC comprising 7.6% of the total staff corps personnel.

### Staff Corps Breakdown

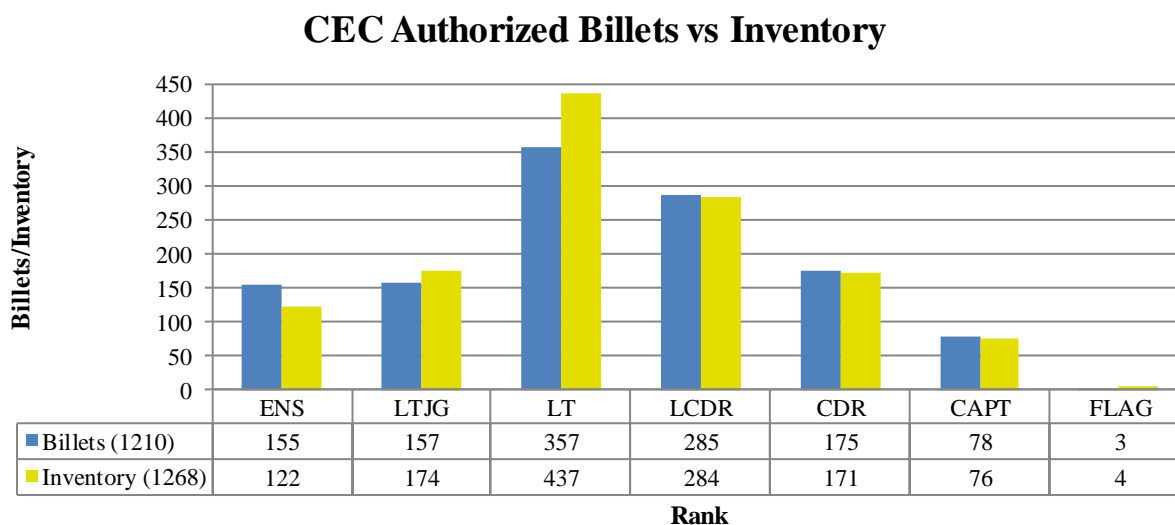


### C. CEC End of Year Authorized Strength

As can be seen from the graph below, the CEC inventory of 1,268 officers is above the authorized billets at the end of September 2018 of 1,206. This chart includes only officers with a 5100 designator. This data does not include lateral transfer officers who are in CEC billets awaiting a designator change. Designator changes can take up to 18 months, so many of the lateral transfer officers will not show up in the CEC inventory numbers in the same FY that they transfer into the CEC. In FY-20, the community authorized strength is projected be that same as the inventory.



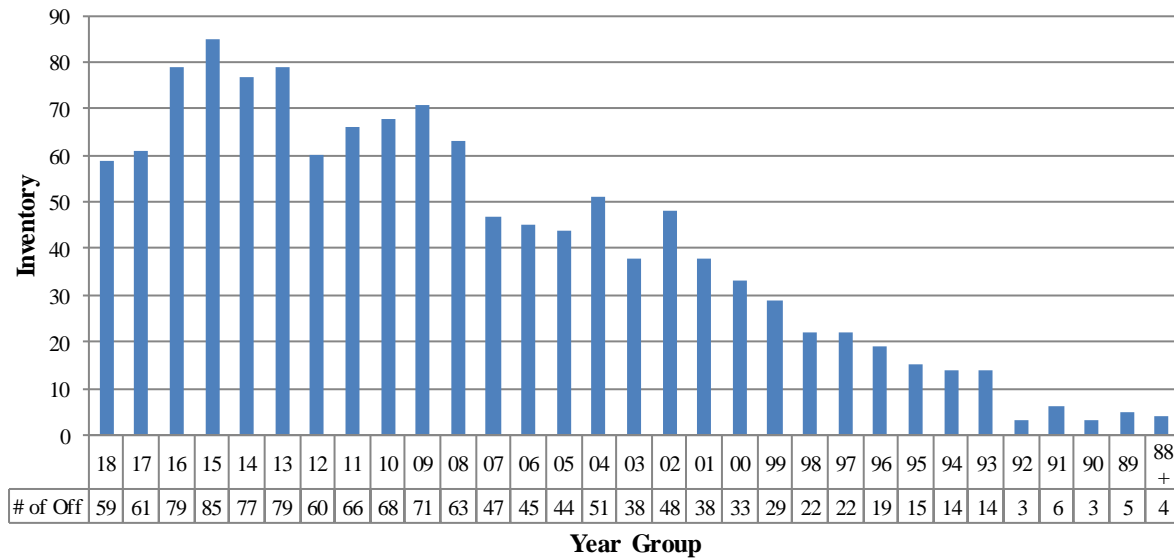
The graph below indicates our balance between authorized billets and the actual on-board personnel by paygrade.





Officers are accessed into the Navy to meet the authorized strength. Concurrently, it is equally necessary to maintain the appropriate year group sizes consistently to ensure proper promotion progression. Accessions are constrained to Officer Programmed Authorizations (OPA), which also constrains the accession year groups.

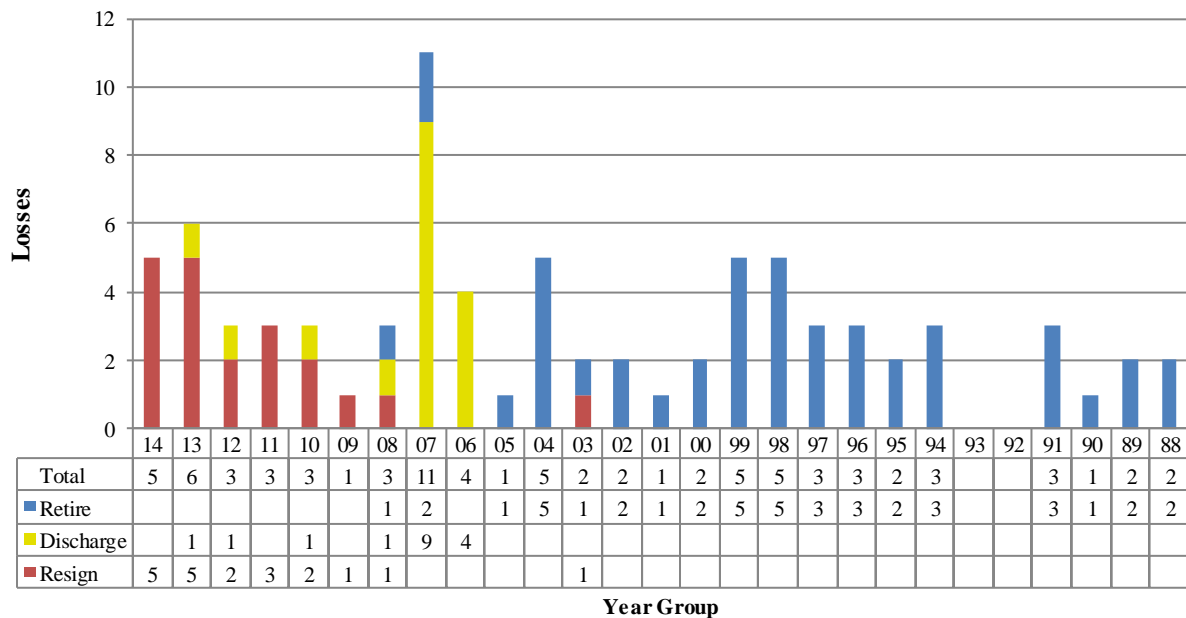
### CEC Strength by Year Group



### D. CEC Losses

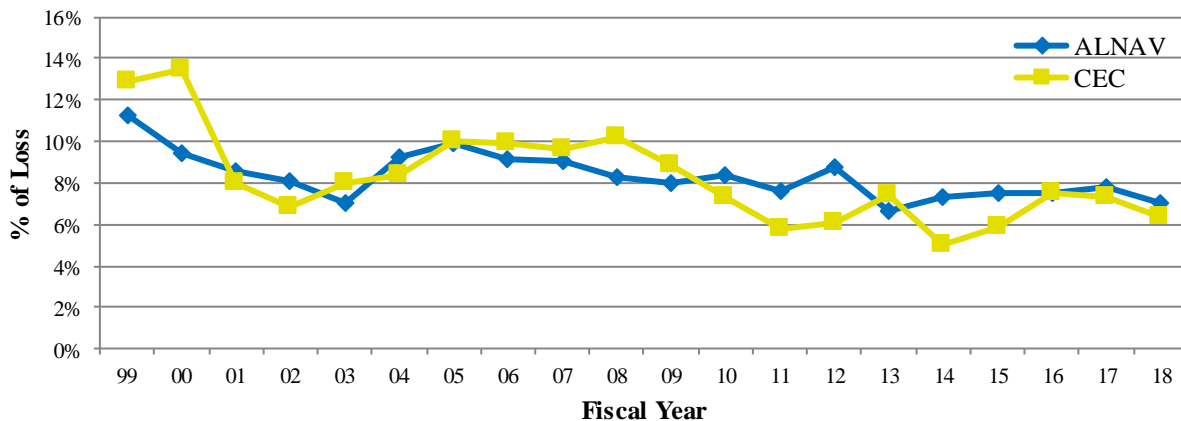
There were 81 CEC losses in FY-18 shown by type and year group in the below chart. The below chart includes retirements, resignations, involuntary separations, lateral transfers, and other losses.

### CEC Losses by Year Group



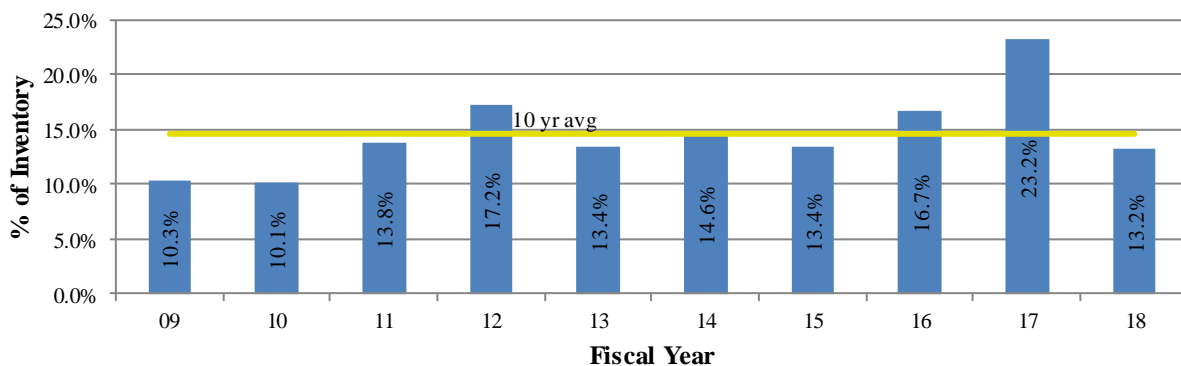
The graph below shows the CEC % of inventory lost compared to the ALLNAV % of inventory lost over the last 20 years.

### Percent Loss of Strength

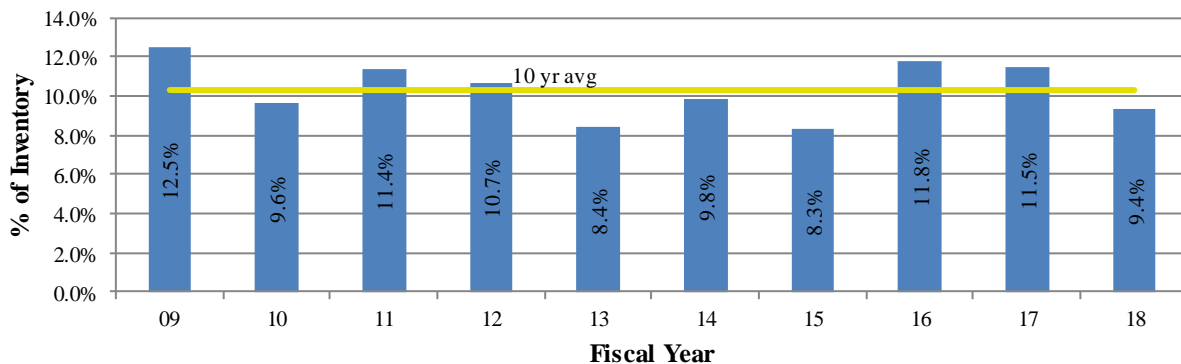


The charts below represent loss trend data for CAPT, CDR, LCDR and LT/LTJG. The data represents the % of inventory lost at each pay grade compared to a 10 year average. These pay grades represent key areas where CEC officers typically leave the Navy.

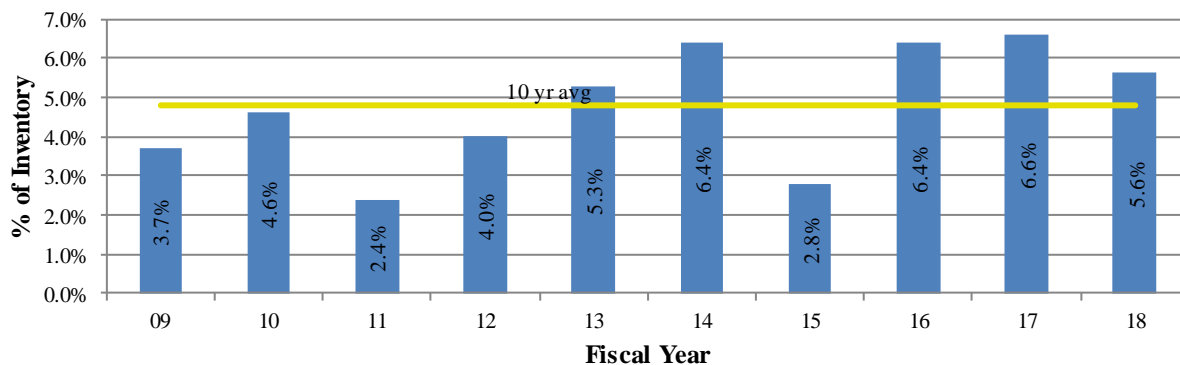
### CAPT Loss Trend



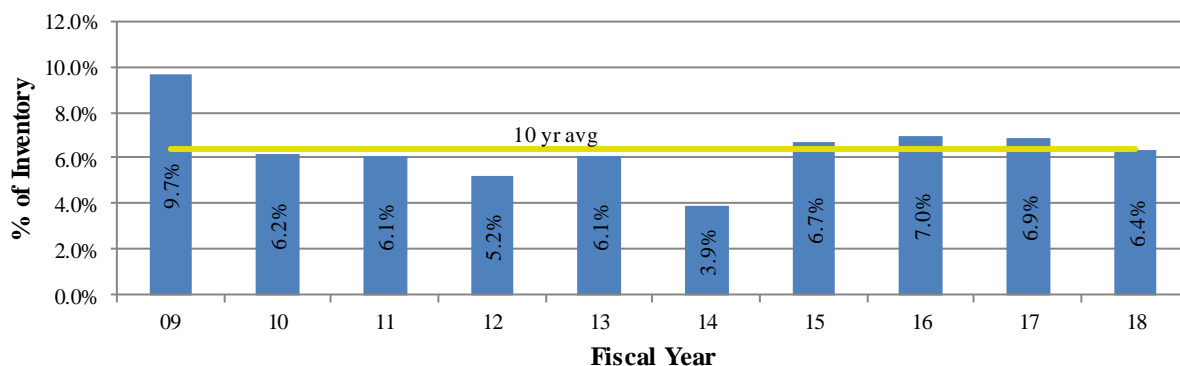
### CDR Loss Trend



### LCDR Loss Trend



### LT/LTJG Loss Trend



## E. Community Demographics

### 1. Minority/Gender Breakdown

The increasing demographic diversity of the United States correspondingly influences the Navy and the Civil Engineer Corps to become more diverse. Navy Recruiting and the CEC Accessions Team strive to increase the diversity of qualified applicants. This will facilitate development of a sustainable officer corps to effectively retain and lead an increasingly diverse community of officer, enlisted, and civilian personnel.

End of FY-18 Minority and Female Inventory								
	FLAG	CAPT	CDR	LCDR	LT	LTJG	ENS	Total
Female Inventory	0	4	12	32	61	31	15	155
<b>Minority Inventory</b>								
African-American	0	1	6	17	41	14	7	86
Hispanic	1	5	11	22	59	7	19	124
Asian/Pacific Islander	1	2	8	23	42	18	13	107
Multiple	0	2	6	5	22	11	10	56

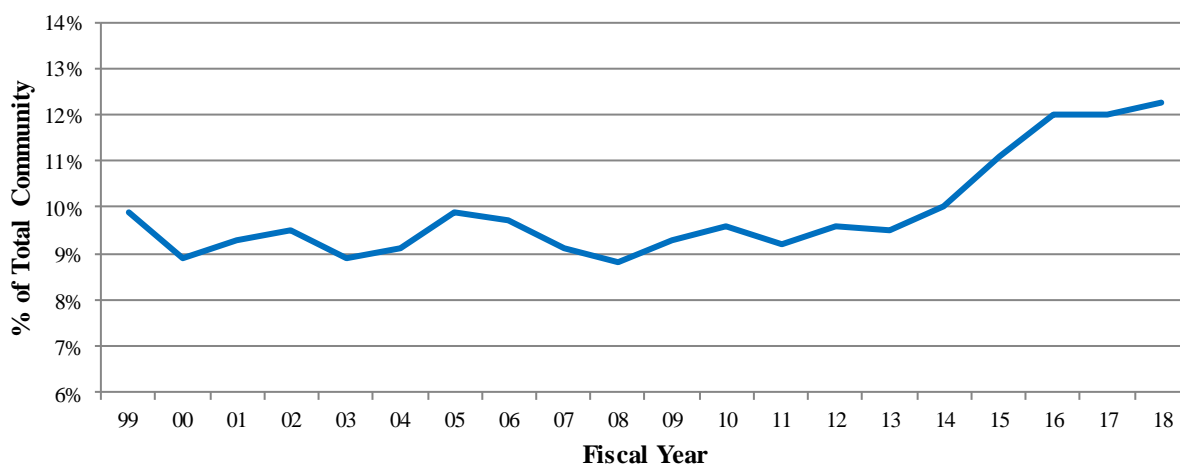
In considering CEC demographics, it is important to consider the demographics of the engineering workforce and the CEC uses the U.S. Bureau of Labor Statistics, of the Department of Labor (DOL) to compare demographics. Comparisons between DOL and CEC data are shown in the subsequent paragraphs.

Comparison of CEC Diversity to Industry and All Navy				
	CEC Officers	% of CEC Total	% of Total Arch./Eng. Workforce <sup>(1)</sup>	All Navy (%)
Females	155	12.3%	14.6%	18.3%
<b>Minority</b>				
African-American	86	6.8%	5.1%	7.8%
Hispanic	124	9.7%	8.4%	7.9%
Asian/Pacific Island	107	8.4%	13.4%	5.7%

<sup>(1)</sup> Department of Labor, U.S. Bureau of Labor Statistics, Labor Force Characteristics by Race and Ethnicity, 2017

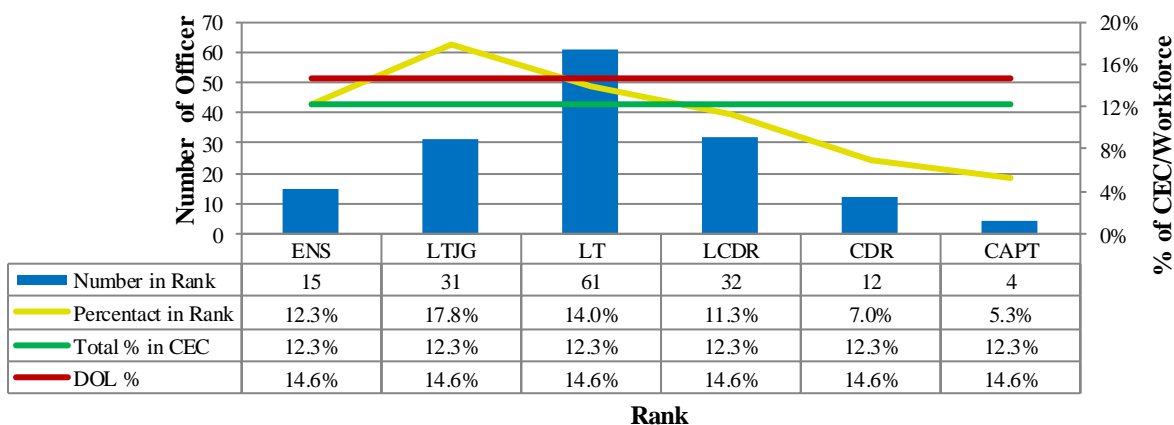
The CEC currently has 155 females or 12.3% of the 1,264 total Civil Engineer Corps officers. Below is a chart depicting the status of females within the CEC over the last 20 years.

### Females in the CEC



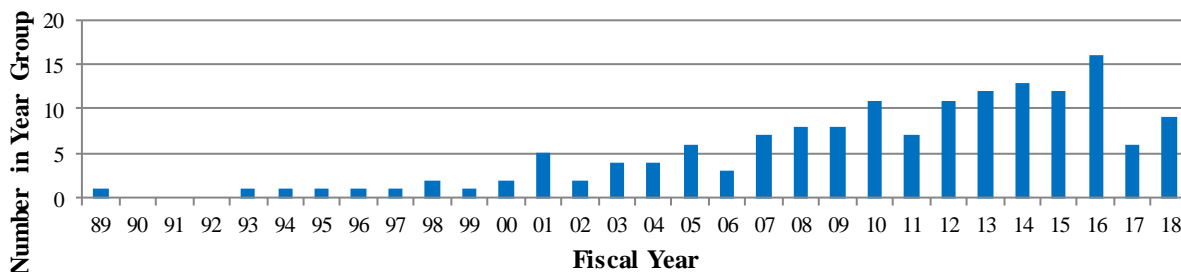
The following chart depicts the percentage of females of the total inventory of each rank of the CEC as well as the overall percentage of females in the CEC.

### Female in the CEC



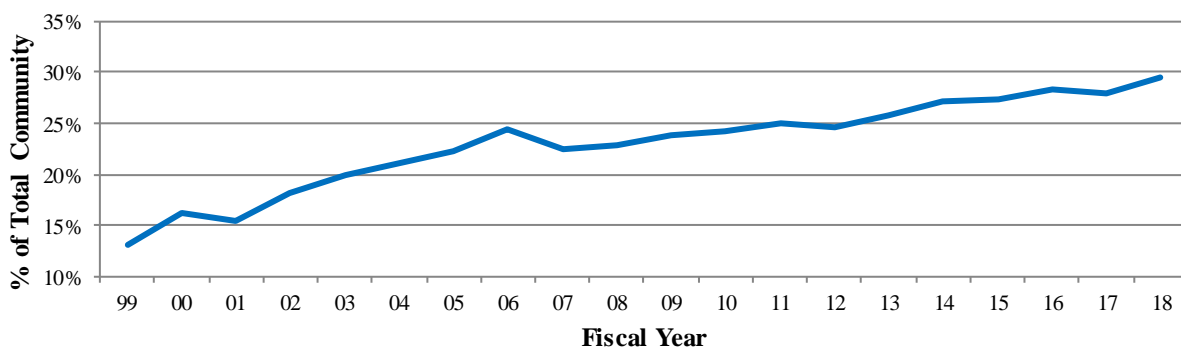
The CEC has 155 women between the year groups shown below.

### CEC Females by Year Group



The CEC currently has 373 minority/Hispanic officers or 29.5% of the total 1,264 officers in the Civil Engineer Corps. Below is a chart depicting the status of minorities within the CEC over the last 20 years.

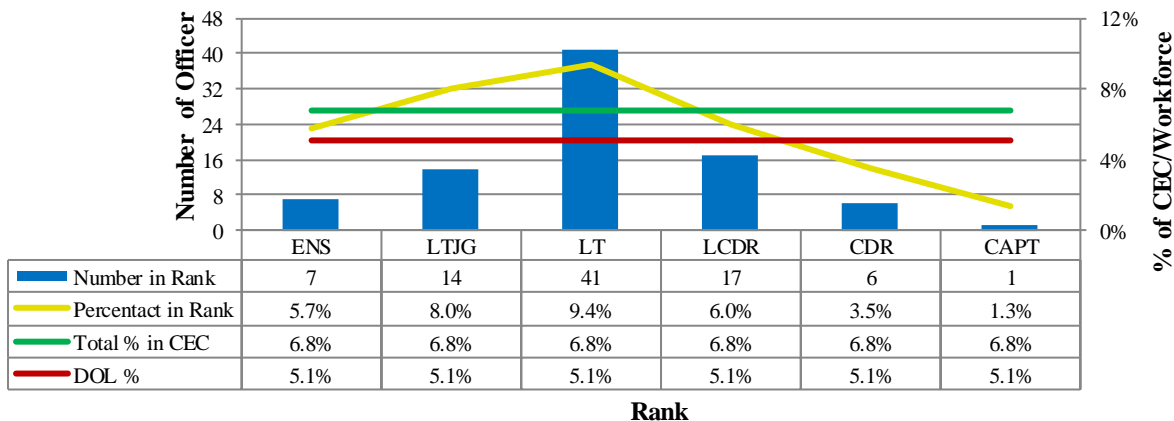
### Minorities in the CEC



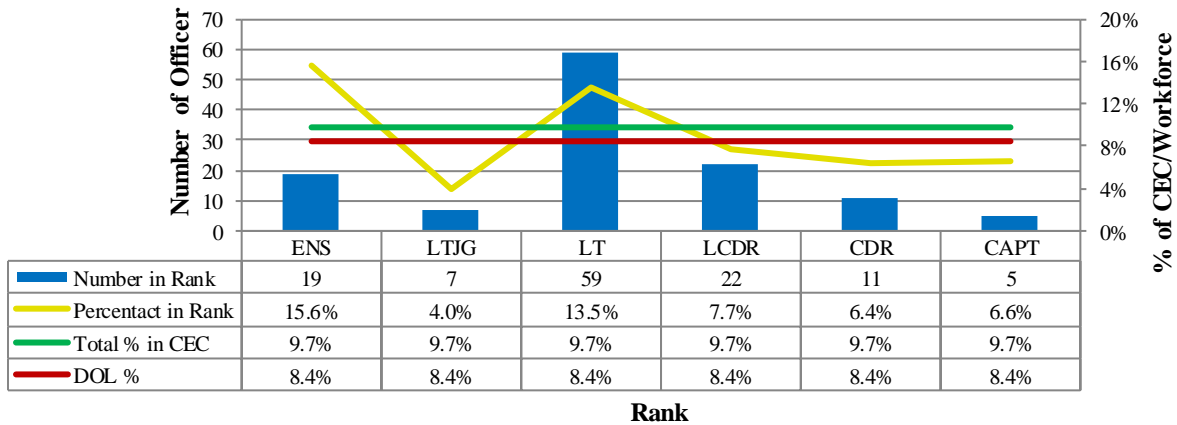
As shown below, the CEC exceeds engineering workforce demographics in the African-American and Hispanic categories. The Navy does not mandate diversity goals; however, desired targets based upon DOL averages are established to provide a guide for accessions. The data does not include officers who declined to enter their race and/or ethnicity on their Navy application.

The graphs below depict the percentage of minorities by rank in the CEC.

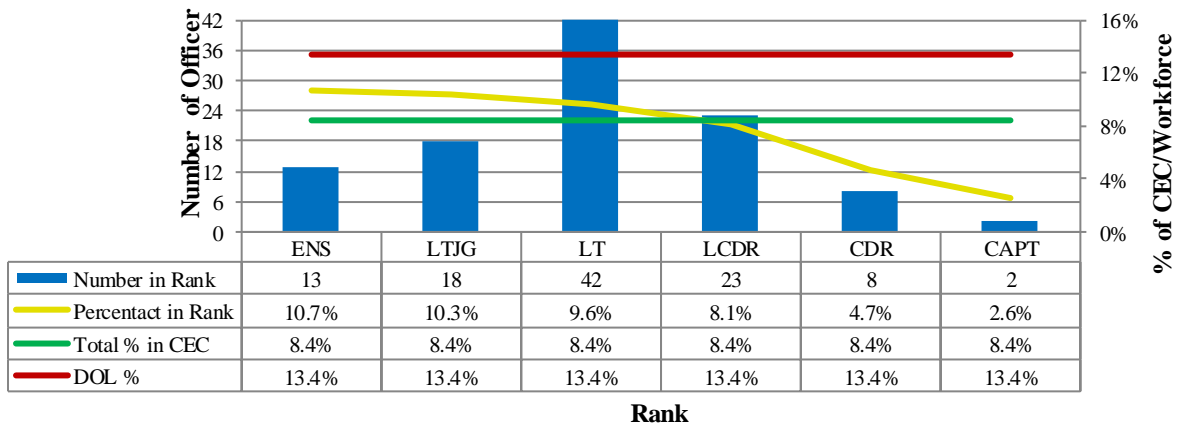
### African-American in the CEC



## Hispanic in the CEC



## Asian/Pacific Islander in the CEC

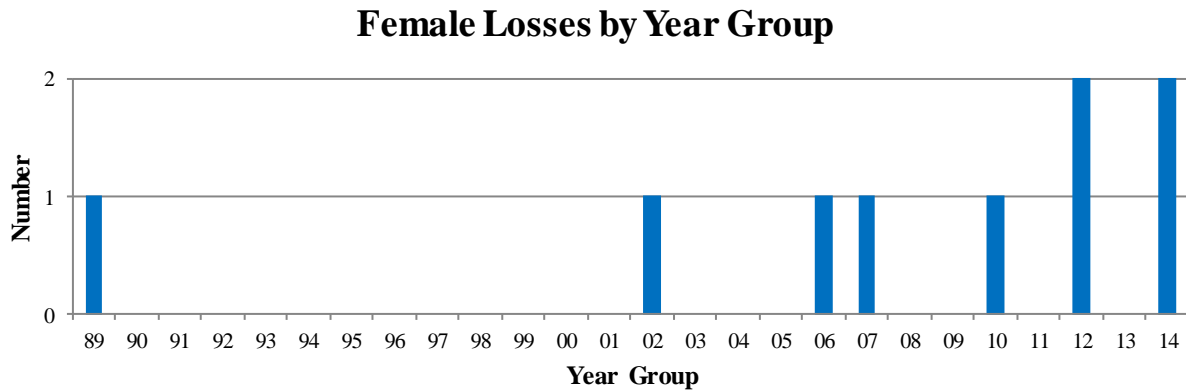


## 2. Loss Comparison

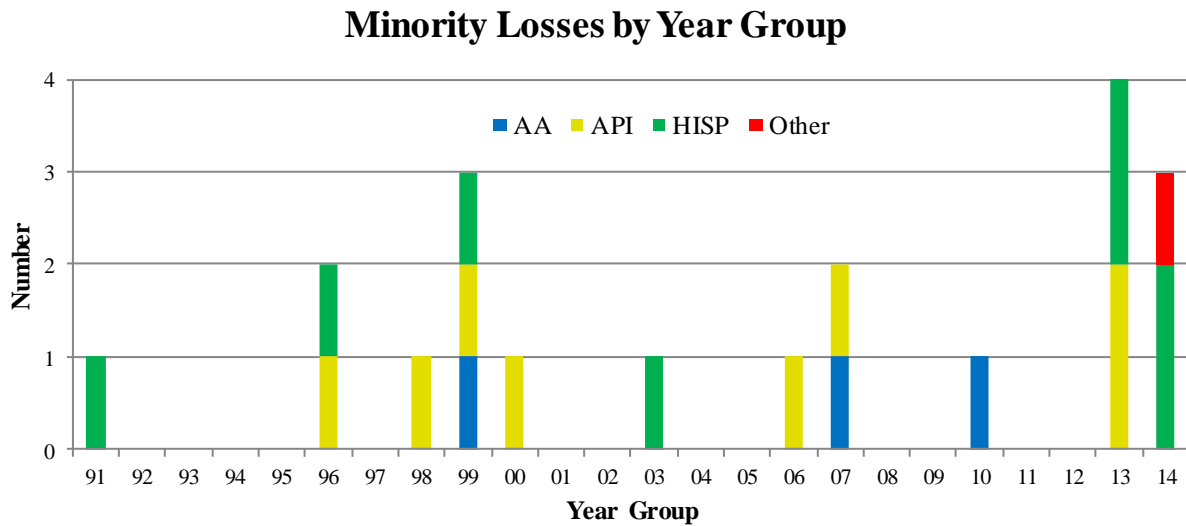
Minority and female losses by year group for FY-18 shown below. These figures include retirements, resignations, and releases from active duty.

FY-18 Losses by Group	
Group	% Loss of Group
CEC Losses	6.4%
AA CEC Losses	3.5%
API CEC Losses	7.5%
Hispanica CEC Losses	6.5%
Female CEC Losses	5.8%

The chart below shows the number of losses by year group of the female officers within the CEC.



The chart below shows the number of losses by year group of the minority officers within the CEC.



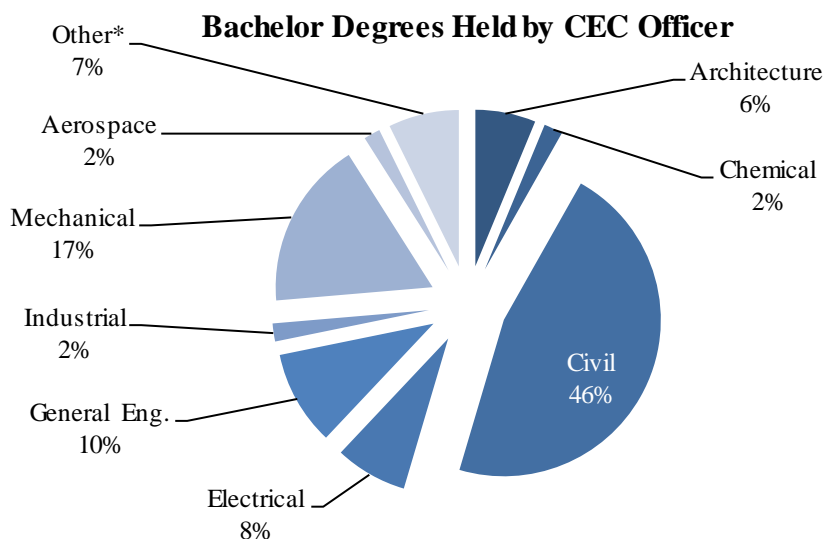
### III. AC Qualifications

#### A. Introduction

The CEC prides itself on the impressive qualifications of its officers. This section provides a brief synopsis on the educational background, professional registration, warfare qualifications, acquisition attainment, joint duty qualifications, and other various training of CEC officers.

#### B. Degree Breakdown

The following chart provides the breakdown of the initial Bachelor degrees CEC officers received.



\*Other includes: Nuclear Engineering, Aeronautical Engineering, Mining Engineering, Petroleum Engineering, Metallurgical Engineering, Electrical Systems Engineering, Naval Architecture, etc.

#### C. Professional Registration

Throughout a CEC career, achieving professional registration is continuously emphasized. This emphasis has resulted in a highly professional and technically proficient workforce as shown below.

Below is a chart which depicts the number of professionally registered officers at various ranks.

Professional Registration by Rank								
	ENS	LTJG	LT	LCDR	CDR	CAPT	FLAG	TOTAL
<b>Inventory</b>	122	174	437	284	171	76	4	1,268
<b>EIT Only</b>	39	111	182	36	0	0	0	368
<b>PE</b>	2	6	173	226	167	72	4	650
<b>RA</b>	0	0	13	11	4	4	0	32
<b>None</b>	81	57	69	11	0	0	0	218

Based upon the unique experience requirements associated with becoming a registered architect, the Civil Engineer Corps offers the Intern Architect Development Program (IADP) to provide 12 to 18 months of board experience for officers with architecture degrees. NAVFACINST 1520.8 further describes the IADP program.

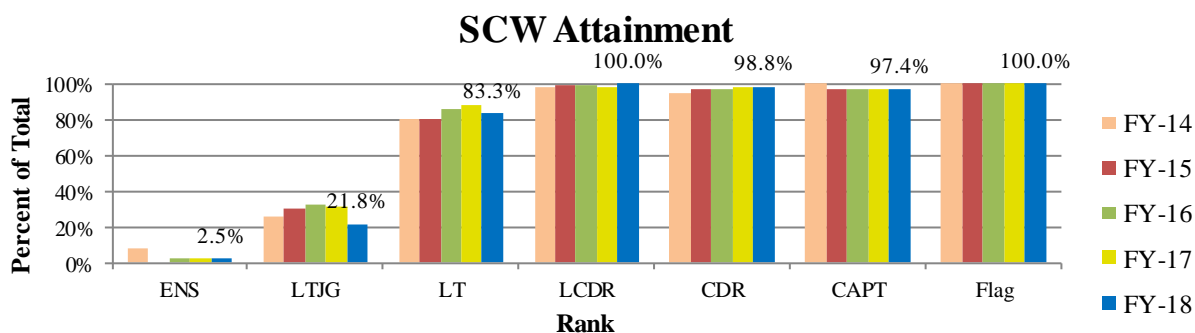


### D. Seabee Combat Warfare Qualifications

The following is a summary by rank of the CEC officers who are SCW qualified and the number of billets by rank which require SCW qualifications. A total of 10% of current billets require SCW qualification.

SCW Qualification and Billets by Rank		
Rank	SCW Qualified Officers	SCW Qualified Billets
Flag	4	0
CAPT	74	12
CDR	169	24
LCDR	284	39
LT	364	40
LTJG	38	2
ENS	3	0
<b>TOTAL</b>	<b>936</b>	<b>117</b>

Below, the percentage of SCW qualified officers at each rank for FY-19 and the previous four years is shown graphically.



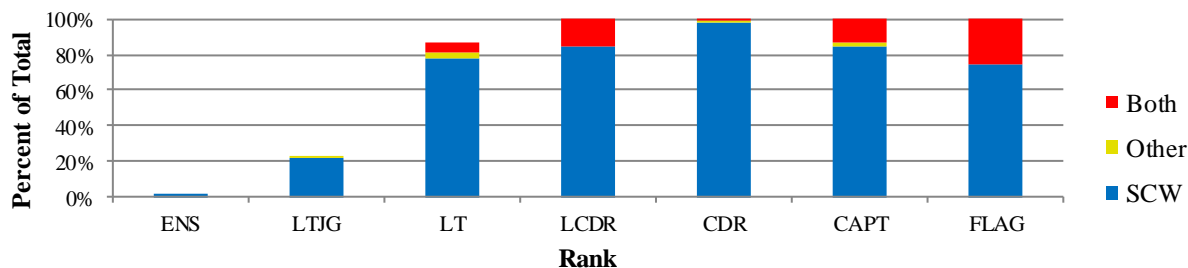
### E. Other Warfare Qualifications

Officers who are selected for re-designation into the CEC bring a wealth of additional experience with other warfare qualifications. Just under 8% of the CEC community has earned other warfare qualifications.

Other Warfare Qualification by rank								
	ENS	LTJG	LT	LCDR	CDR	CAPT	FLAG	Total
Surface	0	1	11	16	2	9	1	40
Aviation	0	0	24	21	1	1	0	47
Sub	0	0	1	7	1	2	0	11
<b>Total</b>	<b>0</b>	<b>1</b>	<b>36</b>	<b>44</b>	<b>4</b>	<b>12</b>	<b>1</b>	<b>98</b>
<b>% of Total Rank</b>	<b>0.0%</b>	<b>0.6%</b>	<b>8.2%</b>	<b>15.5%</b>	<b>2.3%</b>	<b>15.8%</b>	<b>25.0%</b>	<b>7.7%</b>

This results in a high percentage of all officers possessing some type of warfare qualification. The chart below shows officers who possess SCW, Other warfare qualification, or both.

### Overall Warfare Attainment



### F. Acquisition Certification

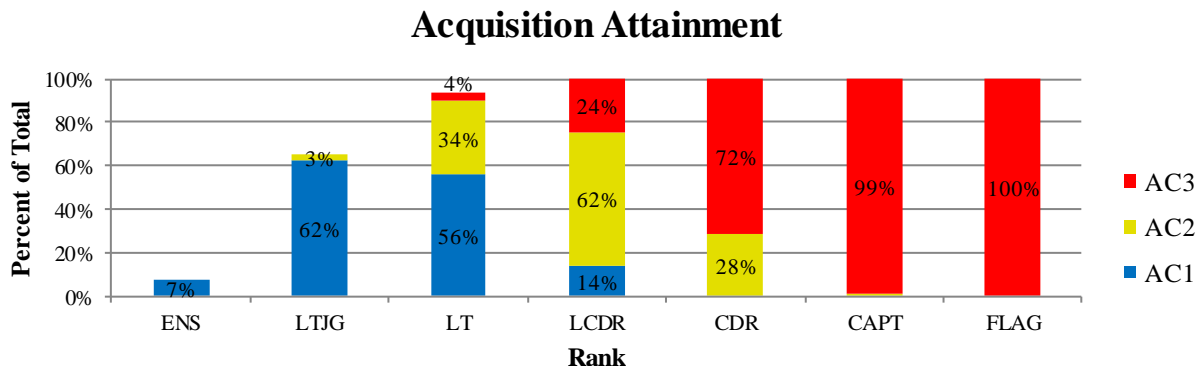
According to Director, Acquisition Career Management guidelines, officers assigned to acquisition billets should be certified at the level commensurate with their ranks. The tables below provides actual number of officers by rank at each level. The charts following the tables reflects documented acquisition levels as a percentage by rank.

Acquisition Certification by Rank and Level				
Rank	Acquisition Certification Level	Inventory	Qual	Percentage
CDR, CAPT, FLAG	AC3	251	202	80.5%
LCDR	AC2/AC3	284	244	85.9%
ENS, LTJG, LT	AC1/AC2/AC3	733	534	72.9%
Total at All Ranks		1,268	980	77.3%

The below table shows acquisition level by rank.

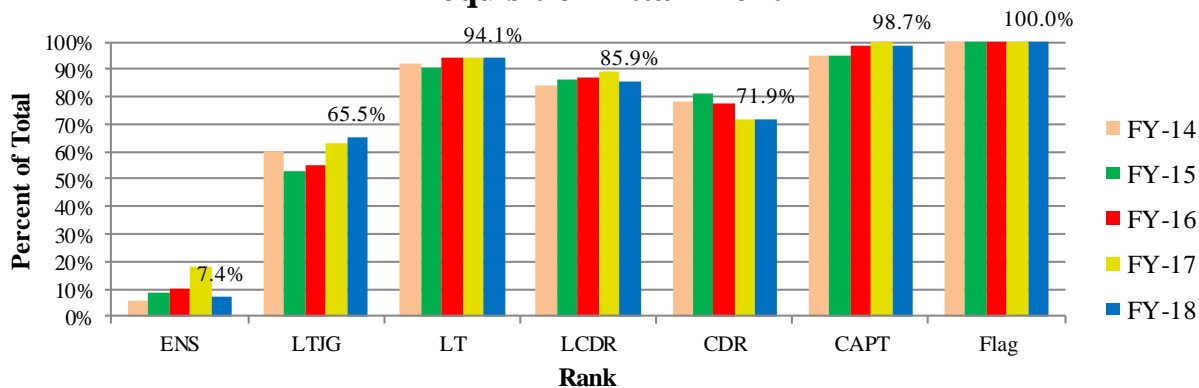
Officers Acquisition Level by Rank								
Rank	ENS	LTJG	LT	LCDR	CDR	CAPT	FLAG	TOTAL
AC1	9	114	411	284	171	76	4	1,069
AC2	0	6	168	244	171	76	4	669
AC3	0	0	19	69	123	75	4	290

The below chart shows percent of officers at the proper acquisition certification level according to rank in FY-18.



Officers should ensure that their record accurately reflects their current level of training and experience. Acquisition levels are entered into service record through the CEC Detail Office. The table below shows the percent of officers that have attained the level of certification required by the DACM for each rank.

### Acquisition Attainment



Officers who are in acquisition-coded billets, or who are Acquisition Corps members, are given first priority and central funding for training. Officers assigned to acquisition coded billets are considered members of the acquisition professional workforce.

Acquisition Billet Type and Percentage by Rank								
Rank	ACC Billets	ACN Billets	AAC Billets	AAN Billets	Total Acq Billets	Total Billets at rank	% Acq Billets at Rank	% ACC Billets at Rank
ENS	0	102	0	0	102	154	66%	0%
LTJG	0	121	0	0	121	165	73%	0%
LT	0	286	0	0	286	348	82%	0%
LCDR	2	232	0	5	239	287	83%	1%
CDR	79	40	2	3	124	175	71%	45%
CAPT	60	0	1	0	61	76	80%	79%
FLAG	4	0	0	0	4	4	100%	100%
Total	145	781	3	8	937	1,209	78%	12%

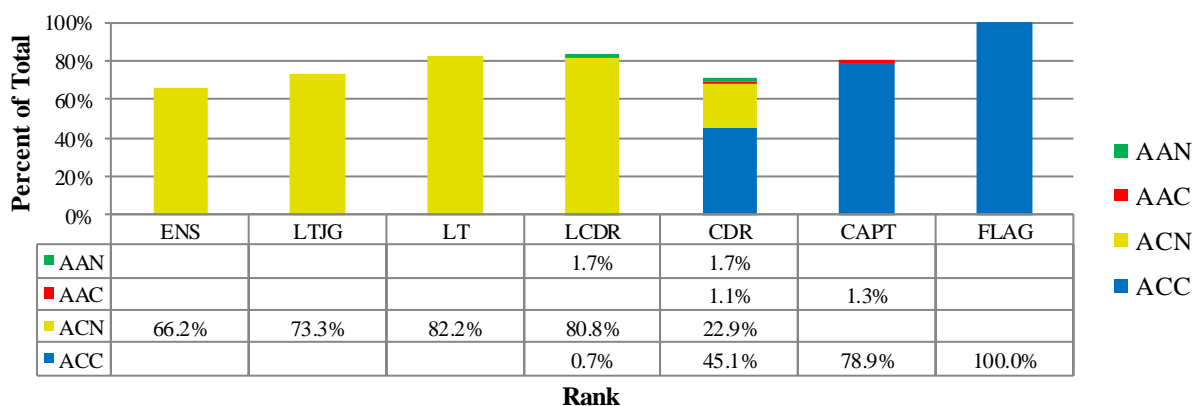
ACC: Acquisition Contracting Critical

ACN: Acquisition Contracting Non-critical

AAC: Acquisition Program Management Critical

AAN: Acquisition Program Management Non-critical

### Acquisition Attainment



Historical Inventory of Acquisition Billets					
Rank	FY-14 % Acquisition Billets	FY-15 % Acquisition Billets	FY-16 % Acquisition Billets	FY-17 % Acquisition Billets	FY-18 % Acquisition Billets
FLAG	100	100	100	100	100
CAPT	71	68	69	69	80
CDR	70	68	70	70	71
LCDR	76	72	77	77	83
LT	53	67	67	67	82
LTJG	70	75	73	73	73
ENS	69	57	61	61	66
TOTAL	65	68	70	70	78

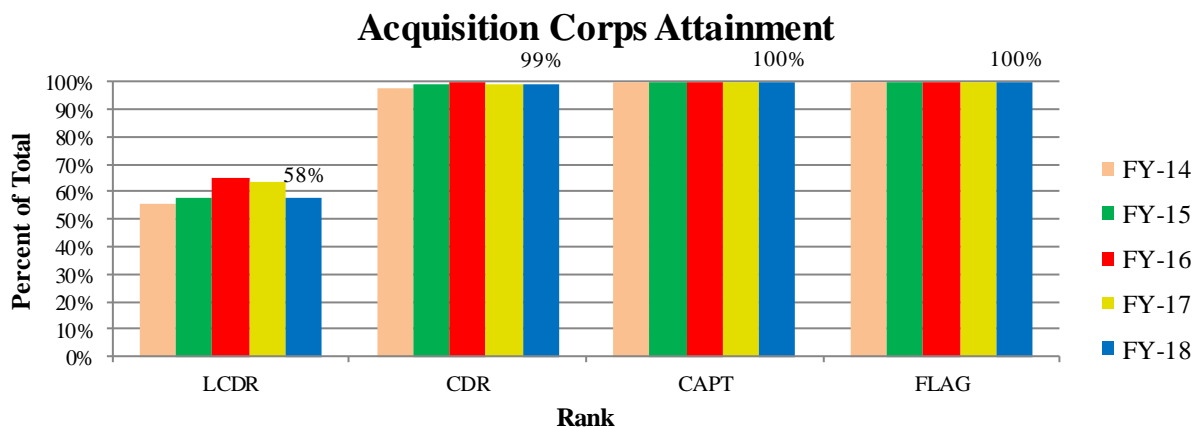
### G. Acquisition Corps

Acquisition Corps (AC), formerly Acquisition Professional Community (APC), membership is determined on a rolling basis. Only AC members may be assigned to ACC billets. APM indicates the officer is a member of the Acquisition Corps Professional Community and Fully Qualified.

A LCDR or above may apply for the AC once an acquisition level 2 or 3 is attained. The officer must have taken a minimum of 24 semester credit hours of business and have a minimum of 4 years of acquisition experience.

AC Membership and ACC Billets				
Rank	AC Members	% of Total Eligible Officers	ACC Billets	% of Billets at Rank
FLAG	4	100%	4	100%
CAPT	76	100%	60	79%
CDR	170	99%	79	49%
LCDR	164	58%	2	1%
Total	414	80.6%	145	64.9%

The below chart shows historical AC attainment by rank.



## H. Public Works Certification

In September of 2015, NAVFAC released NAVFACINS11300.1, developing the Public Works Certification for all CEC officers. The Public Works Training Continuum was developed to provide appropriate and timely training throughout a CEC officer's career in order to fill jobs with increasing scopes of responsibility. Completes of Public Works Certification courses will give CEC officers a baseline of knowledge to effectively execute NAVFAC's mission. Public Works Certification levels are entered into service record through the CEC Detail Office.

The tables below provides actual number of officers by rank at each level. The charts following the tables reflect documented public works certification levels as a percentage by rank.

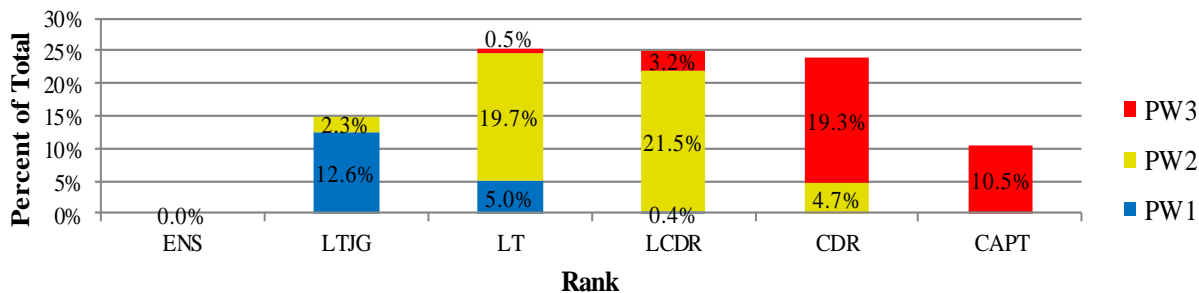
Public Works Certification by Rank and Level				
Rank	PW Certification Level	Inventory	Qual	Percentage
CDR, CAPT, FLAG	PW3	251	41	16.3%
LCDR	PW2/PW3	284	70	24.6%
ENS, LTJG, LT	PW1/PW2/PW3	733	136	18.6%
Total at All Ranks		1,268	247	19.5%

The below table shows public works certification level by rank.

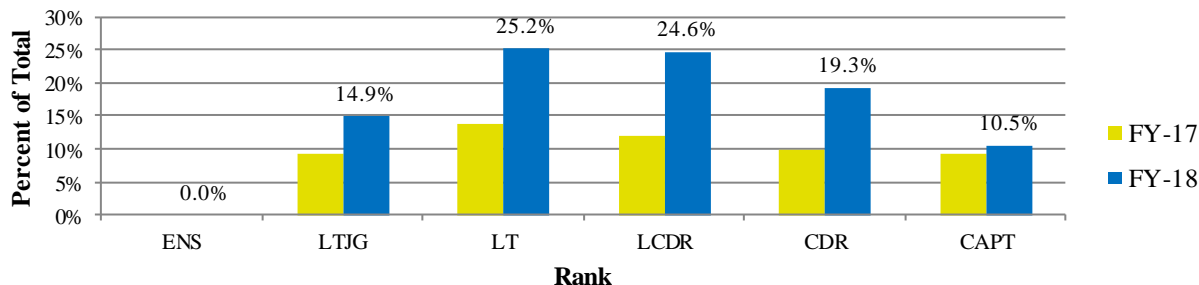
Officers Public Works Certification Level by Rank							
Rank	ENS	LTJG	LT	LCDR	CDR	CAPT	TOTAL
PW1	0	22	22	1	0	0	45
PW2	0	4	86	61	8	0	159
PW3	0	0	2	9	33	8	52

The below chart shows percent of officers at the proper public works certification level according to rank in FY-18.

### Public Works Certification Attainment



### Public Works Certification Attainment



## I. Joint Duty

Joint duty continues to be a focus area for the Civil Engineer Corps. In recent years, there has been more tasking involving contingency construction in joint operations. A Joint Qualified Officer (JQO) has served in two joint tours or has completed all of the required Joint Professional Military Education (JPME) training as well as serving in a joint tour. Final designation as a JQO is made by the Secretary of Defense.

Following is a comparison of the officers who are qualified to be detailed to joint coded tours and the number of authorized joint billets within the CEC.

JPME and JQO Qualified Officers		
Rank	JPME Trained Officers <sup>1</sup>	JQO Officers
CAPT	36	6
CDR	62	6
LCDR	58	3
LT	8	0
Total	164	15

<sup>1</sup>At least JPME Phase I

JDAL Fit and Fill				
Rank	JDAL <sup>1</sup> Billets	Filled Billets	JPME Trained Officers	JQO
CAPT	3	3	2	0
CDR	11	11	6	4
LCDR	13	12	3	1
Total	27	26	11	5

<sup>1</sup>Joint Duty Assignment List (JDAL)

Available joint training:

CEC Officers can gain JPME through any of the following sources.

### Naval War College

1 CDR quota per year  
1 LCDR quota per year

### Army Command and General Staff College

1 CDR quota per year  
2 LCDR quota per year

### Dwight D. Eisenhower School for National Security and Resource Strategy (formerly Ind. Collg. of Armed Forces)

1 CDR quota per year

### USMC Command and Staff College

2 LCDR quotas per year

### Non-Resident Course (through Naval War College)

Unlimited

## J. Other Training

### 1. Officer Leadership Continuum

In FY-97, the CNO implemented a training program to expand the development of naval leadership at various stages in an officer's career. The focus of training is to:

- \* Provide common understanding of Navy's vision and direction

- \* Communicate consistent standards from the Navy's highest levels
- \* Break down community barriers and emphasize continuous growth

These courses will be attended in route during a PCS move if possible. Officers in Norfolk/San Diego areas are encouraged to attend the courses during their tours.

<b>Type</b>	<b>Target Audience</b>	<b>Duration</b>	<b>Location</b>
CEC Introduction (CECOS)	New CEC officers	7 weeks	Port Hueneme, CA
Division Officer Leadership	Newly commissioned officers	1 weeks	Port Hueneme, CA
Intermediate Leadership	Mid grade LT through O4	1 weeks	Various
CEC LCDR (Select) Leadership	Selected O4	1 week	Port Hueneme, CA
CEC CDR (Select) Leadership	Selected O5	1 week	Washington, DC
CEC CAPT (Select) Leadership	Selected O6	1 week	Washington, DC
Navy Senior Leader Seminar	O6, high-potential O5	2 weeks	Newport, RI
Executive Officer Leadership	XO's of sea and shore units	2 weeks	Newport, RI
Prospective Command Leadership	CO's of sea and shore activities	2 weeks	Newport, RI
Major Command Leadership Course	O6 CO's of major command activities	1 weeks	Newport, RI

## 2. Defense Language Institute (DLI)

The CEC has 33 language-coded billets (23 Italian, 8 Spanish, 1 Arabic, 1 Greek, 1 French, and 1 Tagalog). Since FY09, zero DLI quotas have been filled by CEC Officers.

Language training is 6 months in length and is taught at the DLI in Monterey, CA. Since the training is over 20 weeks, it's an official PCS move to Monterey but no DLI quotas are filled by CEC Officer.

## 3. Specialty Courses

All CEC Officers assigned to a first tour in Facilities Engineering Command or Seabees will attend one of the following specialty courses during CECOS: Public Works Basic (2 week Facility Engineering and Acquisition Division (FEAD) and Facility Maintenance (FM) Production) or Construction Battalion Operations (2 weeks). Courses are not included in PCS orders due to the lack of NPC funding available for in-route training. Officers are encouraged to request training from the gaining command for each new assignment.

## IV. AC Accession Program

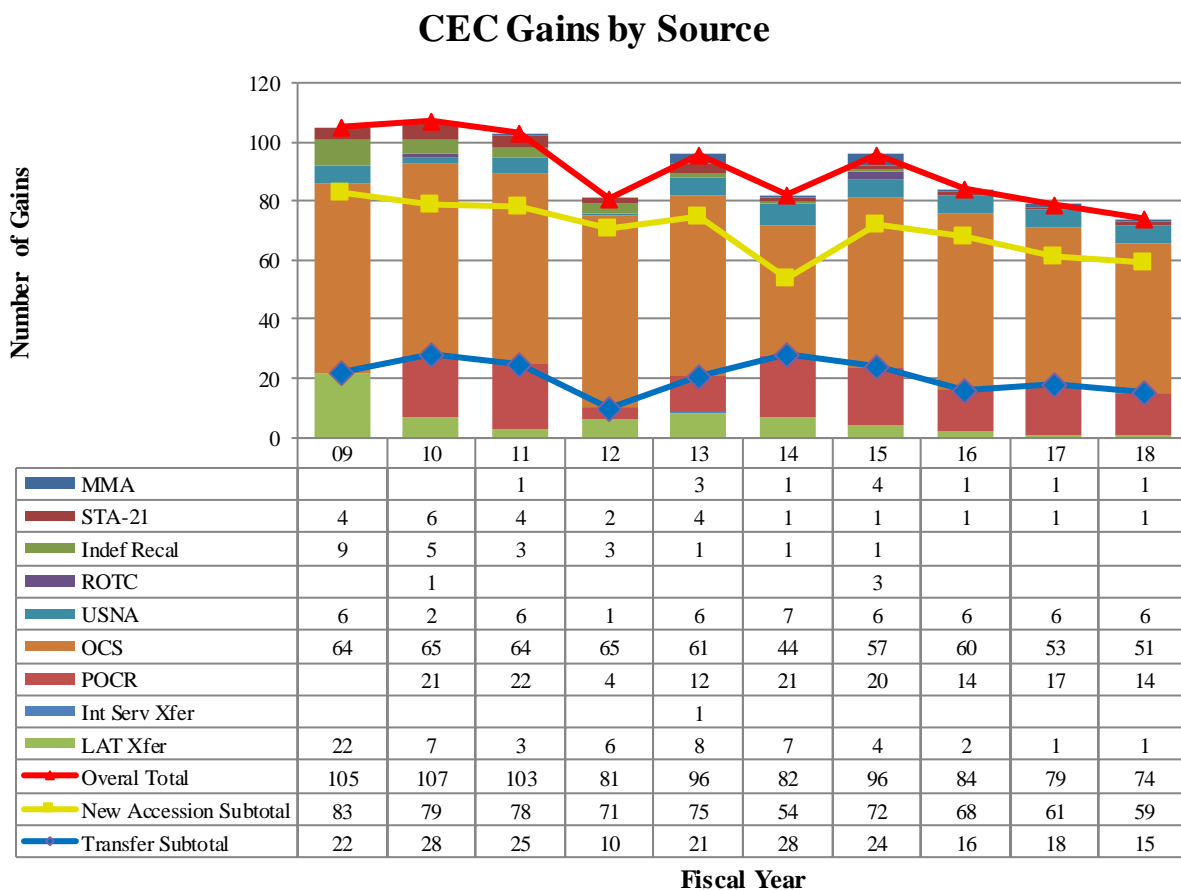
### A. Introduction

Outreach, awareness, and accessions efforts, including the focused efforts of three regional Accessions Officers and one Deputy Accessions Officer. The Accessions Officers use the CEC recruiting website, and increased contact at colleges and diversity conferences, assisted Commander, Navy Recruiting Command to meet the CEC accessions goal. The CEC Collegiate Program continues to be an outstanding vehicle to access today's brightest architects and engineers. A strong delayed entry program will continue to ensure the health of the CEC for the future.

The accessions program aggressively targets a large variety of diverse schools to generate interest in the CEC. The Accessions Officers solicit opportunities to make presentations to engineering students during engineering courses and at engineering organization events. Our CEC Accessions Officers also work closely with recruiters and travel thousands of miles to guarantee the quality and diversity of our new accessions with a face-to-face interview process.

### B. Accession Numbers & Sources

The bulk of our new CEC officers come out of the collegiate program and the workforce via Officer Candidate School (OCS). We also select candidates through re-designation from other communities, not physically qualified (NPQ) candidates from the Naval Academy and ROTC, Merchant Marine Academy (MMA), recall of reserve officers to active duty, and candidates from the STA-21 Program. Below are a chart and table of previous accessions by year and source.





A breakdown of FY-18 accessions sources is given in the below table.

<b>FY-18 Accession Sources</b>	
OCS	51
U.S. Naval Academy (NPQ only)	6
ROTC, MMA and STA-21	2
Lateral Transfer	1
Probationary Officer Continuation and Redesignation (POCR)	14
<b>Total</b>	<b>74</b>

Lateral Transfers and POCR selected during the current fiscal year. Some may not yet be re-designated to 5100 until the next fiscal year, due to the length of the re-designation process.

## **1. Officer Candidate School**

The accession quota for FY-18 for OCS was 58 candidates. Throughout FY-18 there were 59 candidates that were shipped to OCS, but six failed to commission, four rolled into FY-19 and two rolled from FY-17 to FY-18. 51 CEC officers received a commission from OCS during FY-18.

## **2. Line to Staff Transfers**

Twice each year, the CEC participates in the lateral transfer and re-designation board. Warfare qualified line or staff officers, who have accredited engineering or architecture degrees, are considered for re-designation into the CEC. The CEC accessed one lateral transfer in FY-18 and expects limited numbers to be selected for lateral transfer into the CEC in the future due to limitation of transfers out of URL communities and year group overmanning. This officer may not yet be re-designated to 5100 due to length of re-designation process.

## **3. Training Attrites**

Officers may also re-designate into the CEC through the Force Shaping Process when they do not complete their initial training pipeline. These officers are selected through the monthly Probationary Officer Continuation & Re-designation (POCR) Board. There were 14 force shaping accessions in FY-18. Some may not yet be re-designated to 5100 due to length of re-designation process.

## **4. U.S. Naval Academy/NROTC/Merchant Marine Academy**

It is Navy policy that only Not Physically Qualified (NPQ) candidates from Naval Academy and NROTC sources can be commissioned as CEC officers. During FY-18, six officers were selected from the Naval Academy (there were no NROTC accessions in FY-18) to be commissioned into the CEC. In addition, there was one Merchant Marine Academy accession in FY-18.

## **5. Recall to Active Duty**

During FY-18, no CEC reserve officers were permanently recalled to active duty via the indefinite recall board held once per year.

## **6. Seaman to Admiral 21 (STA-21)**

STA-21 Civil Engineer Corps program provides a tuition stipend for selected candidates. Candidates are expected to graduate and be commissioned as CEC officers within three years. There was one CEC STA-21 candidate commissioned in FY-18.

Please refer to the following site for more information: [www.sta-21.navy.mil](http://www.sta-21.navy.mil).

### C. Minority Accessions

Navy Recruiting Command does not set goals for accessions, but targets ethnic groups based upon SECNAV desired goals relative to the overall U.S. populace. The demographics of the graduating engineering students and engineering workforce do not necessarily parallel the overall population percentages. Therefore, data on minority engineering students and engineering workforce are also included for reference.

FY-18 Minority CEC Accessions			
Minority	Accessions	Engineering BS Graduates <sup>1</sup>	Engineering Workforce <sup>2</sup>
African American	3.4%	4.1%	5.1%
Hispanic	15.3%	11.1%	8.4%
Asian	10.2%	14.6%	13.4%

Source: (1) American Society for Engineering Education Fall 2017 Data  
(2) Department of Labor (DOL), U.S. Bureau of Labor Statistics 2017 Data

### 1. Target Minority Accessions

The CEC Accessions Officers are given the goal to target the best-qualified applicants. They are also charged with attracting minority applicants in support of the Department of Navy's goal to grow a diverse organization reflective of the nation we serve. The Hispanic category is listed below as a minority accessions, although technically it is an ethnic not racial category.

Minorities by Accession Source FY-18						
	OCS	Naval Academy	STA-21	MMA	Total	Race/Ethnicity %
African American	2	0	0	0	2	3.4%
API/NATAM	8	0	1	0	9	15.3%
White	35	6	0	0	41	69.5%
Multiple	3	0	0	0	3	5.1%
Decline	3	0	0	1	4	6.8%
Total	51	6	1	1	59	100.0%
Hispanic	9	0	0	0	9	15.3%

### 2. Female Engineers Comparison

The FY-18 CEC female accession rate is compared with females in the engineering occupations workforce and females graduating with bachelors in engineering fields in the following table.

Female FY-18 CEC Accessions			
Source	Accessions	Engineering BS Graduates <sup>1</sup>	Arch/Eng Workforce <sup>2</sup>
New Graduates	15.3%	21.3%	14.6%

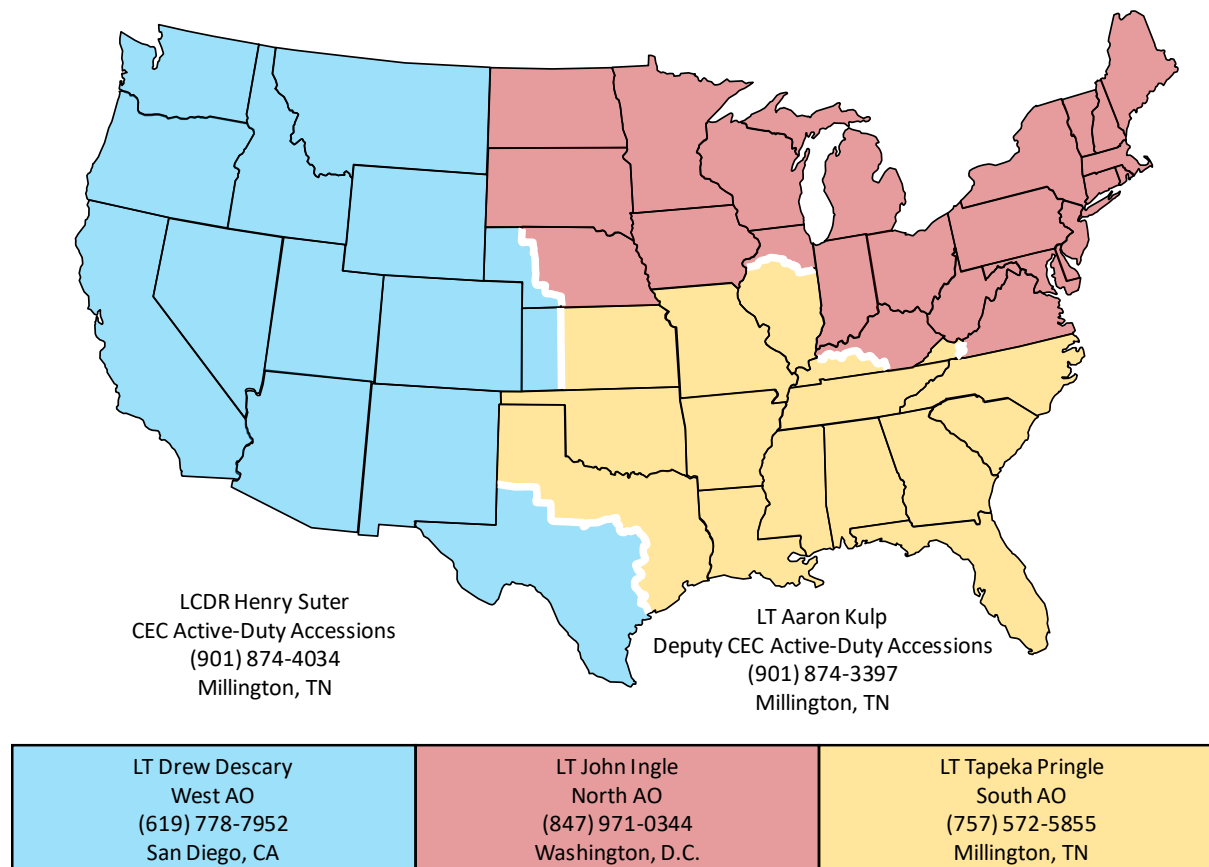
Source: (1) American Society for Engineering Education Fall 2015 Data  
(2) Department of Labor (DOL), U.S. Bureau of Labor Statistics 2015 Data

### D. Accessions Officers

Navy Recruiting Command is responsible for meeting CEC OCS accession goals. CEC Accession Officers strengthen and provide continuity to the program. A CEC Lieutenant is assigned to NAVFAC Washington, NAVFAC Southeast, and NAVFAC Southwest to carry out their duties. Additionally, a Deputy Accessions Officer is assigned to Millington to managing the outreach and accessions program, administer OCS boards, focus on

female and minority recruiting, support the CEC Graduate Education and Inclusion and Diversity programs, and support the OCM in data analysis. The major emphasis of the accessions officers is on new accessions into the collegiate program or for those who already graduated, to report to Officer Candidate School at the earliest opportunity. With the continuing push for active-reserve integration and total force strategy, they also assist with reserve CEC accessions and advocate NAVFAC civil service careers.

Please see the below map indicating regions covered by the CEC Accessions Officers:



The overall objectives of the Accessions Program are:

1. Access highly competent collegiate candidates
2. Access candidates whose values align with Navy values and ethos
3. Access diverse candidates (race, ethnicity, geographic background, gender, educational background, prior service, etc.)
4. Enhance liaison and impact through Commander, Navy Recruiting Command (CNRC) engagement
5. Maintain community health and achieve established Navy Accessions plan goals
6. Enable CEC community wide awareness and engagement in outreach efforts

Accessions Officer's primary roles are to interact with prospective candidates and CNRC to ensure the most highly qualified candidates are recommended for commissioning and fulfill the six objectives above. Three major factors have been set forth to determine the most highly qualified candidates for selection:

1. Accessions Officer interview
2. Technical competence and ability (GPA, professional licensing, work experience)
3. Non-technical factors (extra-curricular involvement, fitness, Navy potential and legal issues)

The CEC continues to remain selective in choosing candidates with 116 candidates reviewed by the OCS selection boards during FY-18, and 56.9% of those candidates selected. As the competitiveness for selection into the CEC increases and we strive to increase the diversity of the entire CEC officer inventory, it is imperative that the CEC focuses on increasing the number of competitive candidates with various demographic backgrounds.

To facilitate this increase in diversity and overall candidate competitiveness, the CEC accessions plan (which is produced each fiscal year to guide the efforts of the Accessions Officers) includes a continued focus on prioritizing school visits (based on overall school rankings and diversity of student populations per the Department of Education), improved outreach to prospective future candidates, and increased involvement in outreach to Science, Technology, Engineering, and Math (STEM) and local diversity events by CEC officers in graduate school or at Facilities Engineering Commands.

## 1. School Visits

The accessions staff visits established schools that fall within three category groupings in order to meet, engage and develop relationships with students and faculty as well as provide presentations to classes and student organizations.

In order to develop these lists, multiple sources of data regarding number of undergraduates, demographics and school performance are used. These categories are developed with the intent of targeting key populations and historic success at universities “producing” CEC applicants. The criteria used in selecting the schools specifically include, determining schools with a high number of CEC candidates over the course of the last six accessions FYs, percentages of key diversity categories (African American, Asian, Female, Hispanic), as established by US Department of Education, and ranking by the industry standards for engineering and architecture undergraduate degrees.

The category school lists developed for the 2018-2019 school year is indicated below:

North	South	West
Category 1		
Virginia Polytechnic Institute	Texas A&M University	California Polytechnic State University, San Luis Obispo
Iowa State University	Univ. of Illinois, Urbana-Champaign	California State Poly. U., Pomona
Purdue University	University of Florida	Arizona State University
University of Michigan	Georgia Institute of Technology	University of Washington
Ohio State University	University of Central Florida	University of Texas, Austin
Category 2		
Pennsylvania State University	Texas Tech University	Brigham Young University
New Jersey Institute of Technology	Clemson University	University of Texas, San Antonio
Carnegie Mellon University	Auburn University	California State University, Fresno
Virginia Military Institute	University of Puerto Rico, Mayaguez	Colorado School of Mines
West Virginia University	North Carolina State University	Boise State University

North	South Category 3	West
Rutgers University	University of Alabama	University of California, Berkeley
Old Dominion University	University of North Carolina, Charlotte	University of California, Davis
University of Maryland, College Park	University of Arkansas	University of Southern California
University of Pittsburgh	Louisiana State University	University of California, San Diego
Rensselaer Polytechnic Institute	Missouri Univ. of Science and Tech.	Utah State University
University of Illinois, Chicago	University of Houston	University of Colorado, Boulder
Syracuse University	University of South Florida	San Diego State University
University of Minnesota, Twin Cities	Florida International University	University of Arizona
Cornell University	Polytechnic University of Puerto Rico	Oregon State University
University at Buffalo	North Carolina A&T State University	Texas A&M University, Kingsville
University of Wisconsin, Madison	University of Memphis	University of Utah
Illinois Institute of Technology	Florida A&M University	University of Texas, Rio Grande Valley
CUNY City College	Prairie View A&M University	Montana State University
Norwich University	Kansas State University	University of New Mexico
North Dakota State University	Mississippi State University	California State University, Long Beach

## 2. Liaison with Recruiters

An important distinction is that the Accession Officers do not function as, nor replace, Navy officer recruiters. Rather, they complement the recruiters while representing the Civil Engineer Corps' interests. The Accessions Officers maintain constant contact with the recruiters in their respective areas and it is a requirement for each CEC applicant's package to include an interview appraisal done by a CEC Accessions Officer.

The availability of the Accessions Officers to answer questions and issues with the recruiters has resulted in an excellent relationship with Navy Recruiting Command and has produced high quality applicants for the CEC. Accessions Officers are constantly answering questions from recruiters and candidates and describing the CEC program to prospective candidates.

## 3. CEC Candidate Interviews

Accession Officers conduct interviews with accessions from all sources except the Naval Academy, NROTC, or STA-21. This sometimes includes training attrites, line to staff transfers, and even Reserve Component Direct Commission Officer candidates. However, the primary focus is on Officer Candidate School accessions. These interviews provide the valuable personal assessment that can only be gained from face-to-face contact.

In FY-18, 126 candidates were interviewed by the Accessions Officers and 116 presented to the CEC OCS Selection board. These interviews are conducted after the recruiter has determined that the applicant meets minimum standards for the CEC. A demographic summary of interviews follows (selections indicate either Direct Access or enlistment in the CEC Collegiate Program and may count as accessions in a future Fiscal Years):

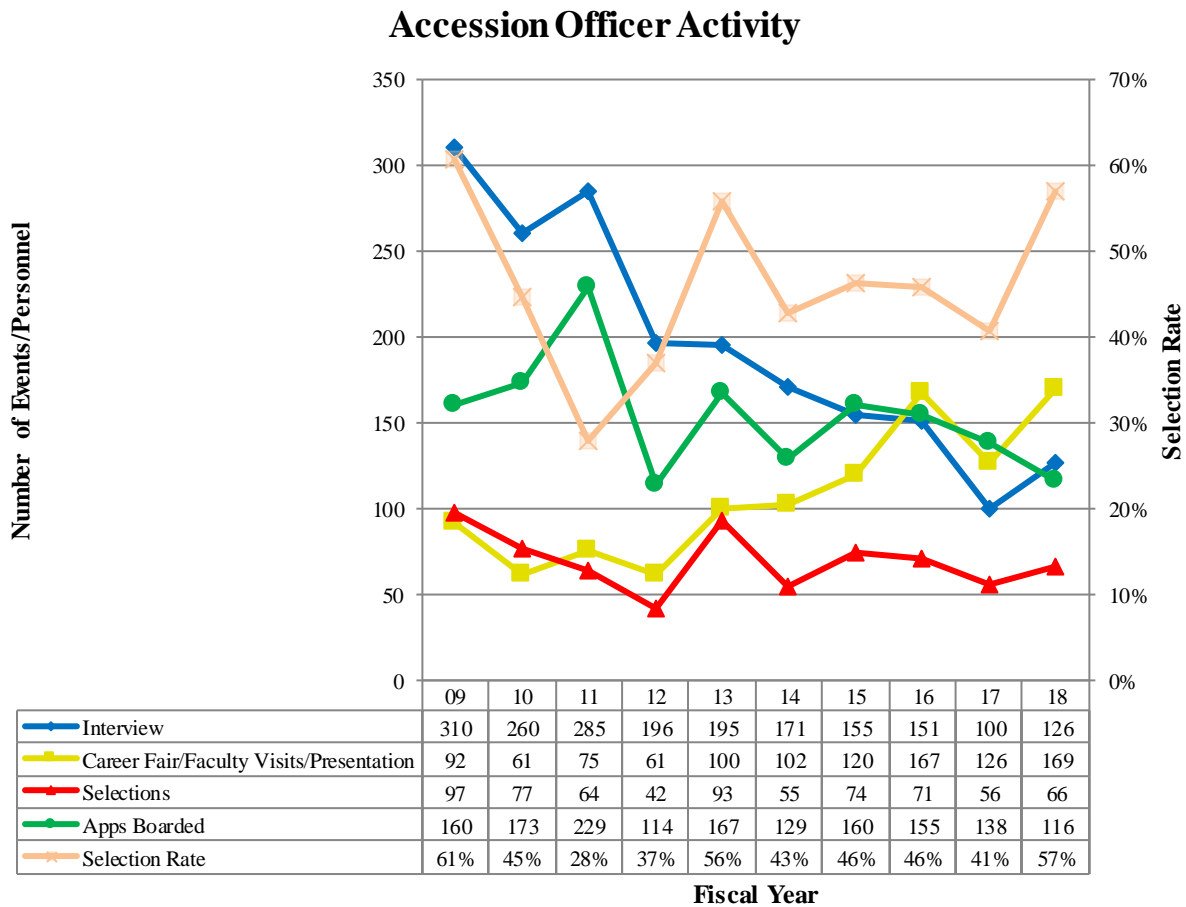
FY-18 Gender Breakdown of OCS Board Interviews			
	Male	Female	Total
At Board	99 (85.3%)	17 (14.7%)	116
Selected at CEC OCS Board	54 (81.8%)	12 (18.2%)	66

FY-18 Minority Breakdown of OCS Board Interviews				
	African Am.	Hispanic	API/NATAM	Total Minorities
At Board	7 (6.0%)	15 (12.9%)	24 (20.7%)	46 (39.7%)
Selected	3 (4.5%)	9 (13.6%)	11 (16.7%)	23 (34.8%)

#### 4. CEC Recruiting Presentations and Events

The Accession Officers' presentations are given to a combination of engineering societies, university classes, and other events taking place either on campus or at a conference site. Some schools or organizations contact the Accession Officers but most are arranged through personal contacts from the Accession Officers or recruiters. In FY-16, the Accession Officers placed a heavy emphasis on attending diversity events, career fairs, and giving presentations when appropriate in support of the aggressive diversity strategy.

A historical summary of Accessions Officer Activity is given in the following table:



## V. AC Selection Boards

### A. Introduction

A number of statistics are presented from the FY-19 promotion and selection boards, which convened during 2018. Caution should be exercised in drawing conclusions from historical statistics.

### B. Promotion Boards

#### 1. FY-19 Selection Board Dates

Selection Board Dates	
Rank	Convening Date
<b>CAPT</b>	6 Feb 18
<b>CDR</b>	27 Mar 18
<b>LCDR</b>	15 May 18
<b>CWO3/4/5</b>	18 Jun 18

#### 2. Promotion Opportunity

Below is the projected promotion opportunity for 5100 officers in zone for promotion. Actual percentages will be lower if officers above or below the zone are selected as shown in the FY-17/18/19 selection board promotion rates.

Promotion Opportunity by Rank			
Rank	FY-17 Promotion Opportunity	FY-18 Promotion Opportunity	FY-19 Promotion Opportunity
<b>CAPT</b>	55% of in zone officers	55% of in zone officers	55% of in zone officers
<b>CDR</b>	65% of in zone officers	65% of in zone officers	70% of in zone officers
<b>LCDR</b>	70% of in zone officers	70% of in zone officers	70% of in zone officers
<b>LT</b>	All Qualified	All Qualified	All Qualified
<b>LTJG</b>	All Qualified	All Qualified	All Qualified

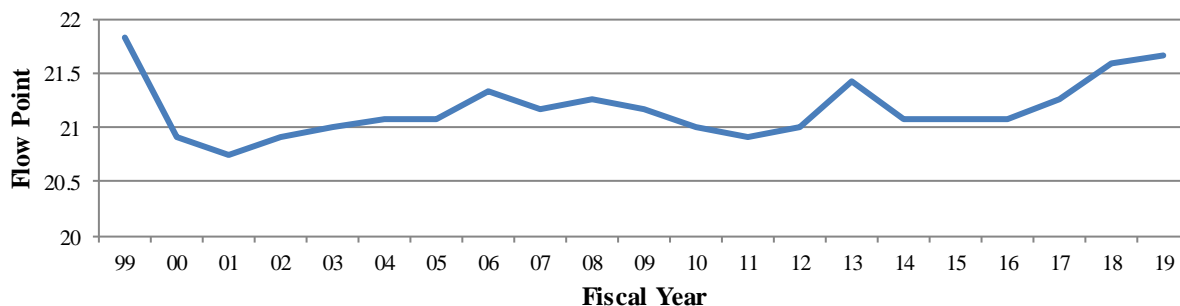
#### 3. Promotion Flow Points

The Defense Officer Personnel Management Act (DOPMA) of 1980 set guidelines for flow points and promotion opportunity. Communities are not allowed to vary outside of these guidelines without significant justification.

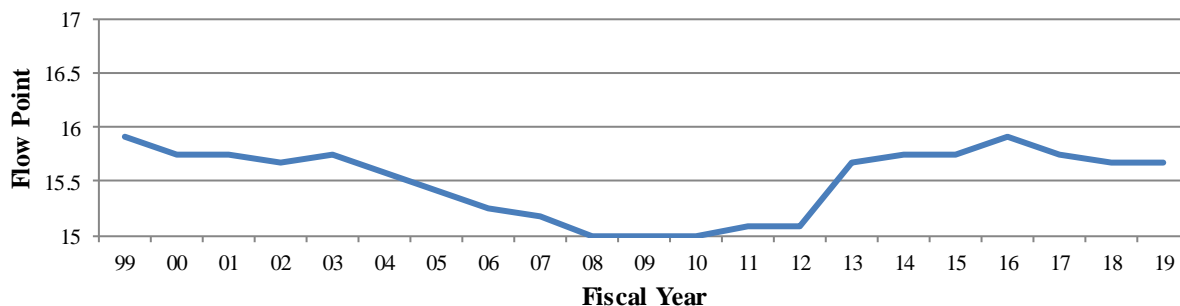
Promotion Opportunity and Flow Point Guidelines		
Rank	Promotion Opportunity	Flow Points
<b>CAPT</b>	40-60%	21-23 years
<b>CDR</b>	60-80%	15-17 years
<b>LCDR</b>	70-90%	9-11 years

In-zone promotion flow point is the estimated average number of years of active commissioned service at which in-zone officers are expected to be promoted to the next higher grade. It is calculated by averaging estimated flow points for all in-zone officers. The historical flow points and projected flow points in the out years are depicted below.

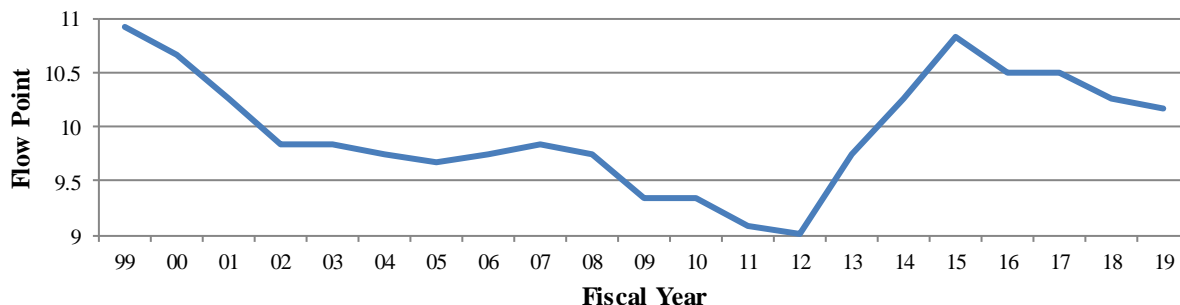
### CAPT Promotion Flow Point



### CDR Promotion Flow Point



### LCDR Promotion Flow Point



## 4. FY-19 Promotion Statistics

The active duty CEC FY-19 promotion statistics are shown on the next three pages. A variety of statistics are presented below as related to the in-zone selections for promotion to O-4 through O-6 in FY-19. They are presented as a snapshot of the FY-19 promotion boards. In some cases, the numbers are so small that it is difficult to draw meaningful conclusions. Officers with resignations, retirements, or "Don't Pick Me" letters are not removed from the board unless off active duty at board convening and are therefore included in the statistics. Following are definitions for the columns of data.

Large variations between the demographics of the In-Zone and Selected Groups may also indicate an important characteristic.



## FY19 Captain Promotion Board

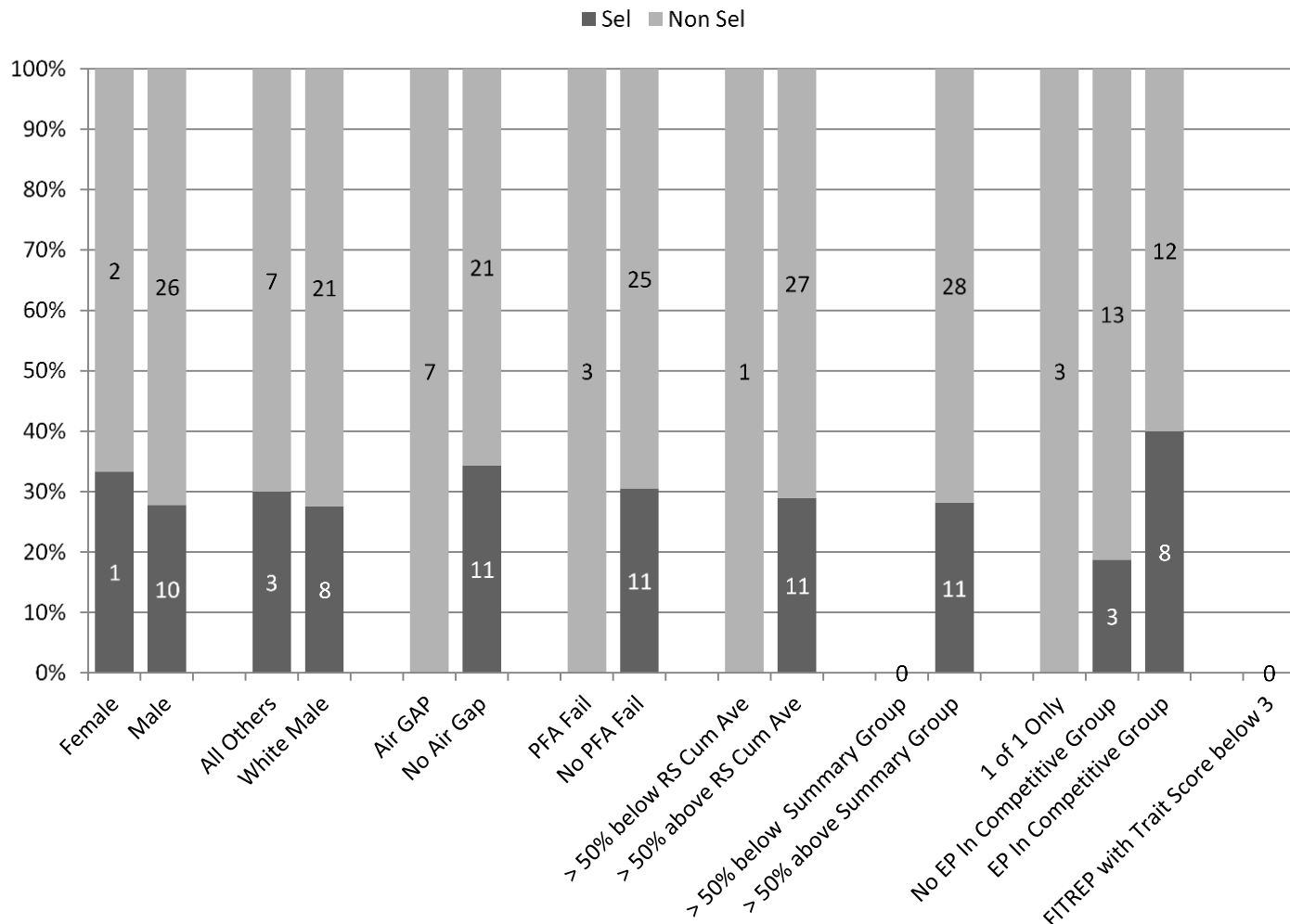
In Zone Statistics<sup>1</sup>

11 Selected (3 Above Zone, 7 In Zone, 1 Below Zone)

	In-Zone	In-Zone Selected	% of In-Zone Selected	FY14-18 avg of % of In-Zone Selected	Demographics of In-Zone Group	Demographics of In-Zone Selects
<b>Total Considered / Selected</b>	<b>20</b>	<b>7</b>	<b>35%</b>	48%		
<b>Officers Retiring/Retired</b>	<b>1</b>	<b>0</b>	<b>0%</b>	0%		
<b>Actual considered / selected</b>	<b>19</b>	<b>7</b>	<b>37%</b>	55%		
Prev Battalion CO	2	2	100%	95%	5%	14%
Prev NCF XO / CSO	8	4	50%	54%	40%	57%
Prev NCF Ops / Training	6	3	50%	65%	30%	43%
Prev Other CO	1	1	100%	92%	5%	14%
Prev Other XO	3	1	33%	27%	15%	14%
GWOT Boots on Ground	6	2	33%	47%	30%	29%
Warfare Qualified Officers	20	7	35%	48%	100%	100%
SCW only	15	5	33%	52%	75%	71%
Other Warfare Device Only <sup>2</sup>	0	0	0%	20%	0%	0%
SCW Plus Other Device	5	2	40%	46%	25%	29%
OFP	2	1	50%	25%	10%	14%
Professional Registration <sup>3</sup>	20	7	35%	48%	100%	100%
PE	19	7	37%	46%	95%	100%
RA	1	0	0%	75%	5%	0%
Defense Acquisition Corps	20	7	35%	48%	100%	100%
Acquisition Level III	20	7	35%	51%	100%	100%
Acquisition Level II	0	0	0%	23%	0%	0%
Overseas	19	7	37%	50%	95%	100%
Minority <sup>4</sup>	3	2	67%	21%	15%	29%
Female	2	1	50%	50%	10%	14%
OPNAV / SECNAV	4	1	25%	58%	20%	14%
OPNAV/SECNAV/CNIC/OLA	8	2	25%	56%	40%	29%
Prev PWO	10	6	60%	45%	50%	86%
Prev ARE	4	0	0%	33%	20%	0%
JPME I Qualified Officers	4	1	25%	59%	20%	14%
JPME II Qualified Officers	1	0	0%	30%	5%	0%
Joint Qualified Officers (JQO) <sup>5</sup>	1	0	0%	27%	5%	0%
Joint Staff / OSD Duty <sup>6</sup>	7	2	29%	43%	35%	29%
NSW/Spec War	1	0	0%	25%	5%	0%
FLT/COCOM	4	1	25%	0%	20%	14%
Lateral Transfer <sup>7</sup>	7	2	29%	20%	35%	29%

<sup>1</sup> Statistics do not remove officers with "don't pick me" letters or approved/pending retirements<sup>2</sup> Officers with surface, submarine or aviation warfare qualification<sup>3</sup> Includes PE and RA<sup>4</sup> Minority includes officers with race codes of American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander or any Hispanic Ethnicity code<sup>5</sup> Members who were selected for re-designation from another community to 5100<sup>6</sup> The average percentage is only reflected based off FY18 data only<sup>7</sup> The average percentage is only reflected based off FY18 & FY17 data only

The chart below contains an analysis of the recent FY19 Captain Promotion Selection Board.



#### Chart Notes:

- Air Gap: absence of an Early Promote (EP) or Must Promote (MP) when Reporting Senior (RS) is not constrained.
- > 50% below RS Cum Ave: compares number of reports where individual cumulative average is below the Reporting Senior's Cumulative Average to the number of reports where individual cumulative average is above the Reporting Senior's Cumulative Average during their current and previous rank held.
- > 50% below Summary Group: compares number of reports where individual cumulative average is below the Summary Group Average to the number of reports where individual cumulative average is above the Summary Group Average during their current and previous rank held.
- 1 of 1: count of officers that only had 1 of 1 FITREP throughout their CDR reporting period.
- No EP in Competitive Group: count of officers that did not receive at least one EP when were ranked against their peers during their CDR reporting period only.
- FITREP with Trait Score below 3: count of officers who have, at any time in their career, received a FITREP that included one or more individual trait mark of a 1 or 2.

## FY19 Commander Promotion Board

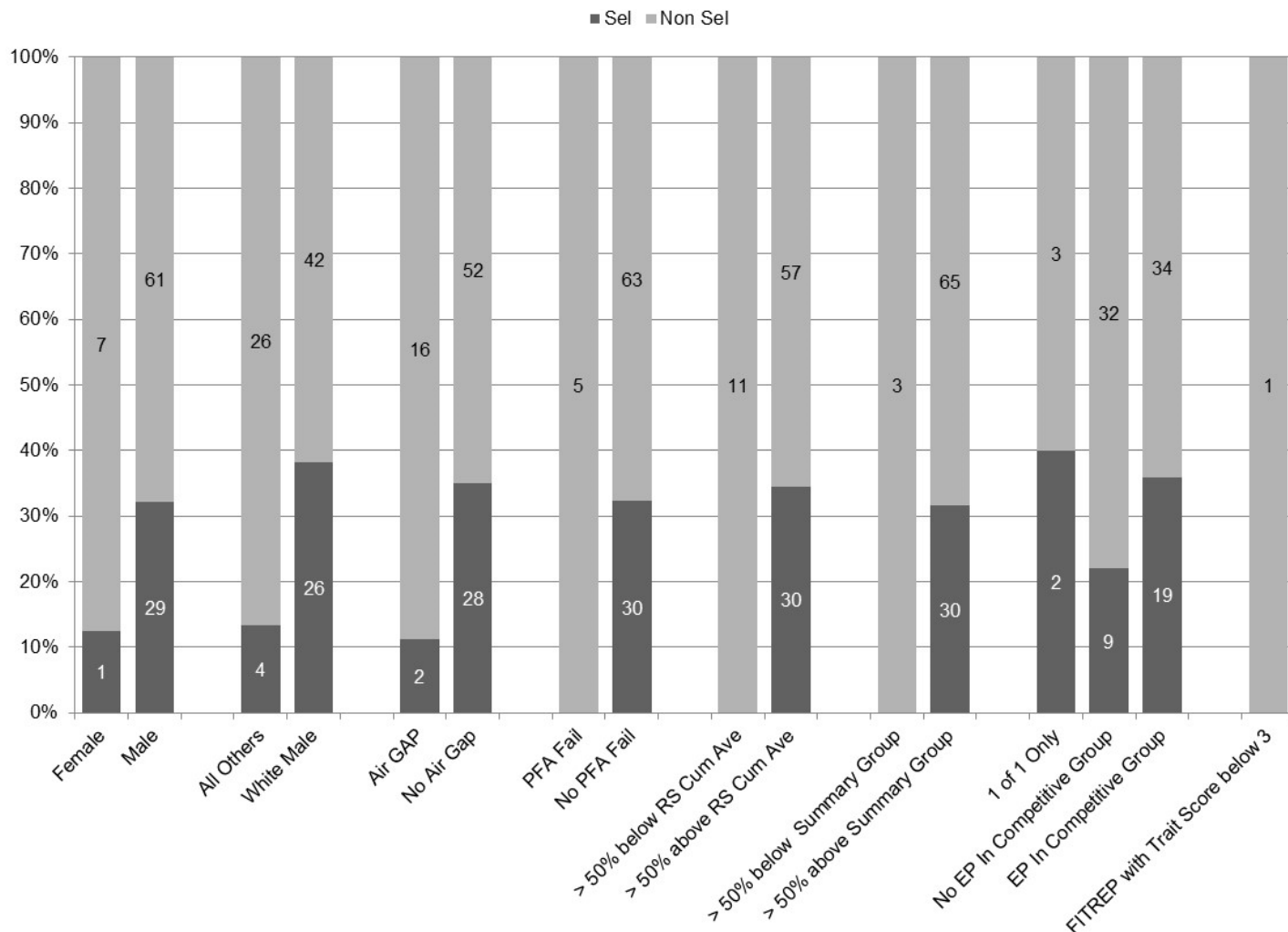
### In Zone Statistics<sup>1</sup>

**30 Selected (5 Above Zone, 25 In Zone, 0 Below Zone)**

	In-Zone	In-Zone Selected	% of In-Zone Selected	% of In-Zone Selected (FY14-18 avg)	Demographics of In-Zone Group	Demographics of In-Zone Selects
<b>Total Considered / Selected</b>	43	25	58%	58%		
<b>Officers Retiring/Retired</b>	1	0	0%	0%		
<b>Actual considered / selected</b>	42	25	60%	64%		
Prev NMCB XO	4	3	75%	96%	9%	12%
Prev NMCB S3 <sup>1</sup>	4	4	100%	97%	9%	16%
Prev NMCB S7	4	4	100%	86%	9%	16%
Prev ACB Company 6/S7	5	3	60%	33% <sup>6</sup>	12%	12%
Prev Other CO	2	2	100%	92%	5%	8%
Prev Other XO	1	1	100%	57%	2%	4%
GSA/IA Tour	13	6	46%	59%	30%	24%
Warfare Qualified Officers	43	25	58%	58%	100%	100%
SCW only	37	22	59%	52%	86%	88%
Other Warfare Device Only <sup>2</sup>	0	0	0%	50%	0%	0%
SCW Plus Other Device	6	3	50%	87%	14%	12%
OFP	5	4	80%	55%	12%	16%
Professional Registration <sup>3</sup>	42	25	60%	67%	98%	100%
PE	40	24	60%	67%	93%	96%
RA	2	1	50%	89%	5%	4%
Defense Acquisition Corps	40	24	60%	65%	93%	96%
Acquisition Level III	9	4	44%	69%	21%	16%
Acquisition Level II	32	21	66%	52%	74%	84%
Acquisition Level I	2	0	0%	0%	5%	0%
Overseas	30	18	60%	56%	70%	72%
Minority <sup>4</sup>	5	2	40%	37%	12%	8%
Female	1	1	100%	51%	2%	4%
OPNAV / SECNAV	4	2	50%	68%	9%	8%
OPNAV/SECNAV/CNIC/OLA	3	2	67%	63%	7%	8%
PWO	12	6	50%	64% <sup>6</sup>	28%	24%
FEAD/ROICC	21	10	48%	60% <sup>6</sup>	49%	40%
JPME I Qualified Officers	13	8	62%	62%	30%	32%
JPME II Qualified Officers	2	2	100%	100%	5%	8%
Joint Qualified Officers (JQO)	0	0	0%	100%	0%	0%
Joint Staff / OSD Duty	3	2	67%	47%	7%	8%
Expeditionary Staff	20	11	55%	65% <sup>6</sup>	47%	44%
NSW/Spec War	3	1	33%	74% <sup>7</sup>	7%	4%
FLT/COCOM	7	4	57%	54% <sup>7</sup>	16%	16%
Lateral Transfer <sup>5</sup>	7	3	43%	89%	16%	12%

<sup>1</sup>Statistics do not remove officers with "don't pick me" letters or approved/pending retirements<sup>2</sup>Officers with surface, submarine or aviation warfare qualification<sup>3</sup>Includes PE and RA<sup>4</sup>Minority includes officers with race codes of American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander or Hispanic Ethnicity codes<sup>5</sup>Members who were selected for re-designation from another community to 5100<sup>6</sup>Prior to FY18 the data was not being monitored<sup>7</sup>The percentage is only reflected based off FY17 & FY18 data only

The chart below contains an analysis of the recent FY19 Commander Promotion Selection Board.



#### Chart Notes:

- Air Gap: absence of an Early Promote (EP) or Must Promote (MP) when Reporting Senior (RS) is not constrained.
- > 50% below RS Cum Ave: compares number of reports where individual cumulative average is below the Reporting Senior's Cumulative Average to the number of reports where individual cumulative average is above the Reporting Senior's Cumulative Average during their current and previous rank held.
- > 50% below Summary Group: compares number of reports where individual cumulative average is below the Summary Group Average to the number of reports where individual cumulative average is above the Summary Group Average during their current and previous rank held.
- 1 of 1: count of officers that only had 1 of 1 FITREP throughout their LCDR reporting period.
- No EP in Competitive Group: count of officers that did not receive at least one EP when were ranked against their peers during their LCDR reporting period only.
- FITREP with Trait Score below 3: count of officers who have, at any time in their career, received a FITREP that included one or more individual trait mark of a 1 or 2.

## FY19 Lieutenant Commander Promotion Board In Zone Statistics<sup>1</sup>

**37 Selected (7 Above Zone, 27 In Zone, 3 Below Zone)**

	In-Zone	In-Zone Selected	% of In-Zone Selected	FY14-18 avg of % of In- Zone Selected	Demographics of In-Zone Group	Demographics of In-Zone Selects
<b>Total Considered / Selected</b>	<b>54</b>	<b>27</b>	<b>50%</b>	65%		
<b>Officers Retiring/Retired</b>	<b>0</b>	<b>0</b>	<b>0%</b>	0%		
<b>Actual considered / selected</b>	<b>54</b>	<b>27</b>	<b>50%</b>	67%		
GSA/IA Tour	10	4	40%	65%	19%	15%
Warfare Qualified Officers	54	27	50%	66%	100%	100%
SCW only	47	22	47%	67%	87%	81%
Other Warfare Device Only <sup>2</sup>	0	0	0%	63%	0%	0%
SCW Plus Other Device	7	5	71%	63%	13%	19%
No Warfare Device	0	0	0%	0%	0%	0%
OFP	2	1	50%	79%	4%	4%
Professional Registration <sup>3</sup>	40	22	55%	79%	74%	81%
PE	36	20	56%	78%	67%	74%
RA	4	2	50%	95%	7%	7%
EIT only	17	7	41%	50%	31%	26%
NCARB Record Only	0	0	0%	80%	0%	0%
No Registration	3	0	0%	8%	6%	0%
Acquisition Level III	5	3	60%	60%	9%	11%
Acquisition Level II	25	12	48%	69%	46%	44%
Acquisition Level I	24	12	50%	67%	44%	44%
Public Works Level II	16	8	50%	N/A	30%	30%
Public Works Level I	1	0	0%	N/A	2%	0%
Overseas	29	14	48%	64%	54%	52%
Minority <sup>4</sup>	14	5	36%	40%	26%	19%
Female	7	3	43%	76%	13%	11%
JPME I Qualified Officers	1	1	100%	78%	2%	4%
Expeditionary Staff	12	9	75%	54% <sup>6</sup>	22%	33%
NSW/Spec War	11	5	45%	87% <sup>7</sup>	20%	19%
FLT/COCOM	1	1	100%	78% <sup>7</sup>	2%	4%
Flag Aide	2	1	50%	80% <sup>6</sup>	4%	4%
Lateral Transfer <sup>5</sup>	14	10	71%	63%	26%	37%

<sup>1</sup> Statistics do not remove officers with "don't pick me" letters or approved/pending retirements

<sup>2</sup> Officers with surface, submarine or aviation warfare qualification

<sup>3</sup> Includes PE and RA

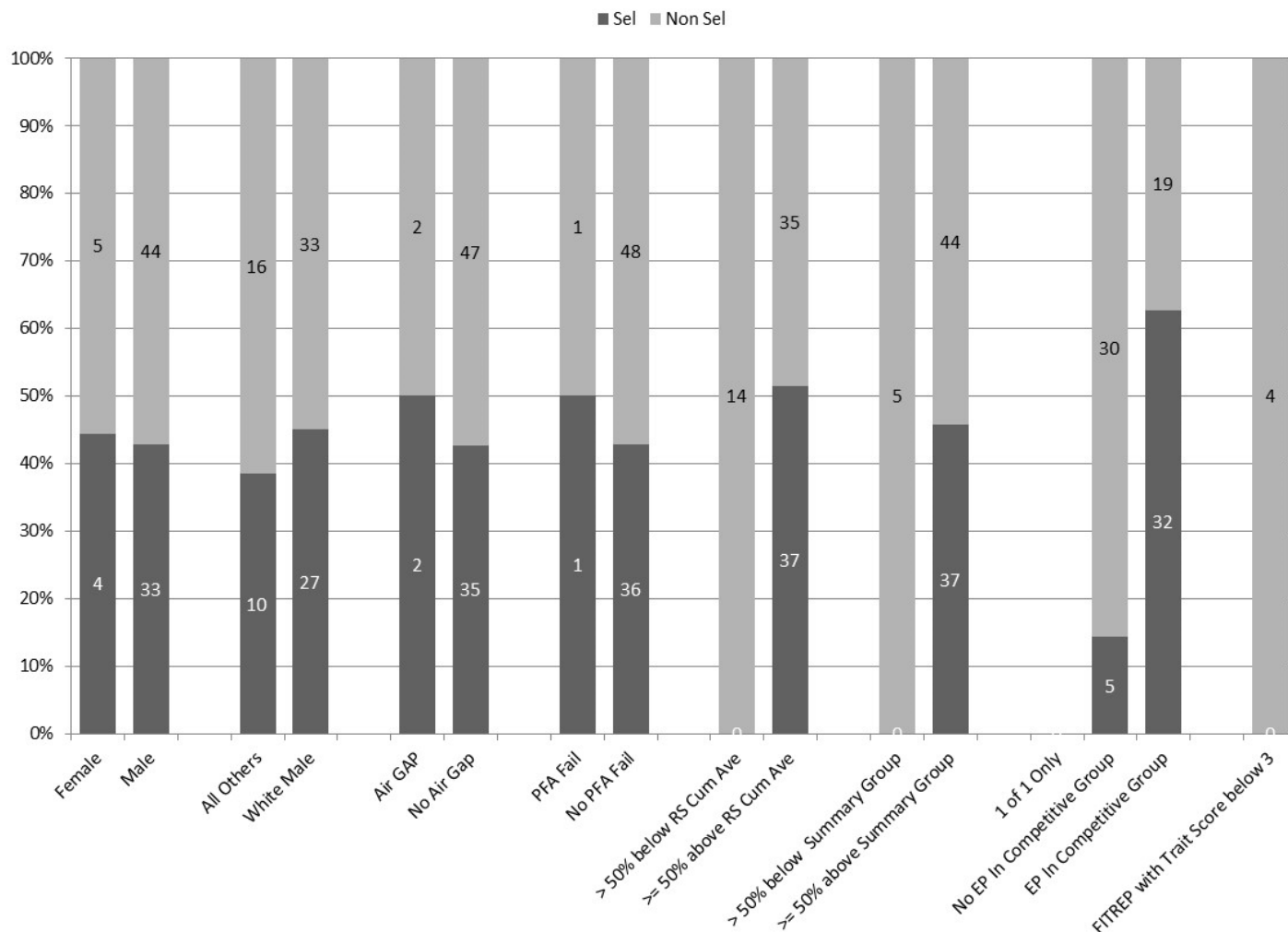
<sup>4</sup> Minority includes officers with race codes of American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or other Pacific Islander or any Hispanic ethnicity code

<sup>5</sup> Members who were selected for re-designation from another community to 5100

<sup>6</sup> Prior to FY18 the data was not being monitored

<sup>7</sup> The percentage is only reflected based off FY17 & FY18 data only

The chart below contains an analysis of the recent FY19 Lieutenant Commander Promotion Selection Board.



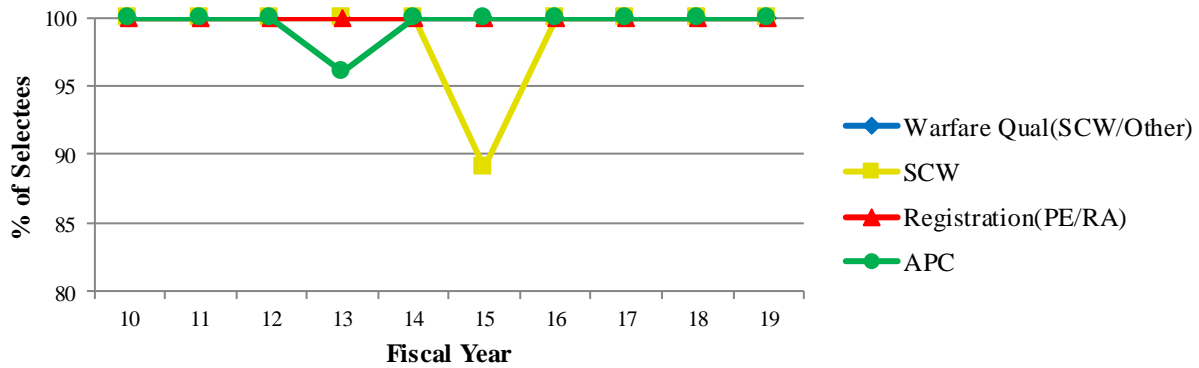
#### Chart Notes:

- Air Gap: absence of an Early Promote (EP) or Must Promote (MP) when Reporting Senior (RS) is not constrained.
- > 50% below RS Cum Ave: compares number of reports where individual cumulative average is below the Reporting Senior's Cumulative Average to the number of reports where individual cumulative average is above the Reporting Senior's Cumulative Average throughout their entire CEC career.
- > 50% below Summary Group: compares number of reports where individual cumulative average is below the Summary Group Average to the number of reports where individual cumulative average is above the Summary Group Average throughout their entire CEC career.
- 1 of 1: count of officers that only had 1 of 1 FITREP throughout their LT reporting period
- No EP in Competitive Group: count of officers that did not receive at least one EP when were ranked against their peers during their LT reporting period only.
- No EP in Competitive Group: count of officers that did not receive at least one EP when were ranked against their peers during their LT reporting period only.
- FITREP with Trait Score below 3: count of officers who have, at any time in their CEC career, received a FITREP that included one or more individual trait mark of a 1 or 2.

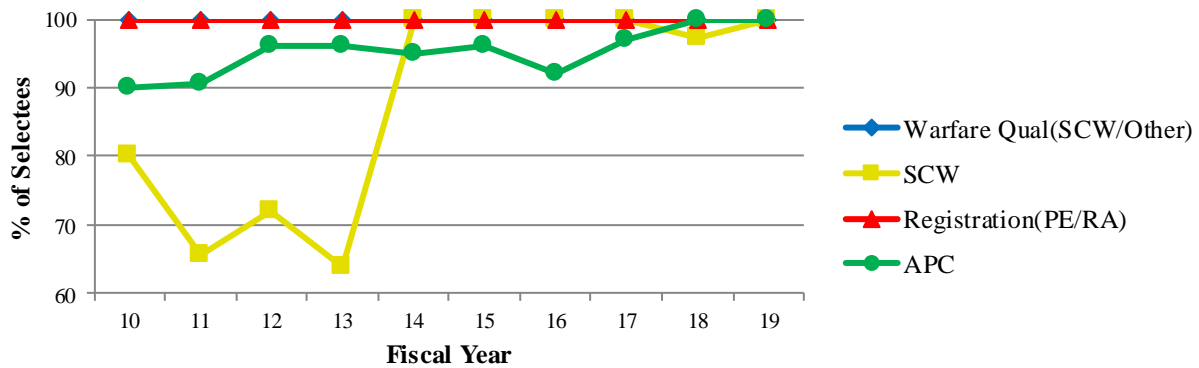
## 5. Promotion Trends

The following charts show trends in qualifications for those 5100 officers promoted to O-4, O-5, and O-6 for the last ten fiscal years.

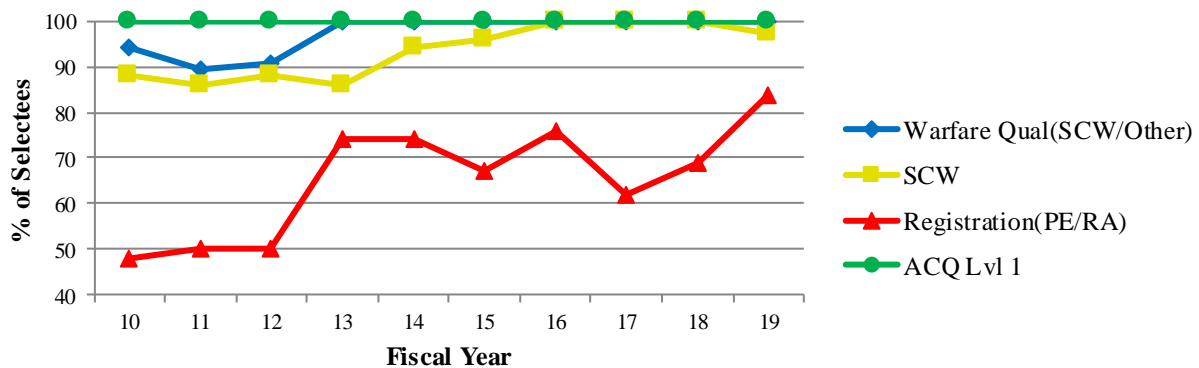
### CAPT Selection Statistics



### CDR Selection Statistics



### LCDR Selection Statistics



## ***C. Administrative Boards***

### **1. FY-19 Administrative Board Dates**

<b>Administrative Board Dates</b>	
<b>Board</b>	<b>Date</b>
Redesignation #1	06 Nov 17
Redesignation #2	04 Jun 18
CWO/LDO Selection	10 Jan 18

### **2. Acquisition Corps (AC)**

Membership in the Defense Acquisition Corps (DAC) is required for CEC officers prior to selection to Commander. A future push to eDACM will allow Navy officers the capability to submit DAC Membership request via their eDACM account. The timeline for completion has not been determined; updates will be posted to Navy Personnel Command's website periodically. In the interim the process for AC Membership will be adjudicated by a screening panel comprised of the Navy DACM and NAVPERSCOM representatives.

### **3. Command Opportunity**

The opportunity for command in the CEC is shown below.

#### **LCDR Command Opportunities**

Total 4 billets

CBMU – 2

UCT – 2

#### **CDR Command Opportunities**

Total 9 billets

NMCB – 6

NCTC – 2

NSF Thurmont – 1

#### **CAPT Command Opportunities**

Total 19 billets

NAVFAC FEC – 9

NCG – 2

NCR – 2

ACB – 2

CECOS – 1

CBC Gulfport – 1

NFEXWC – 1

OICC Guam – 1



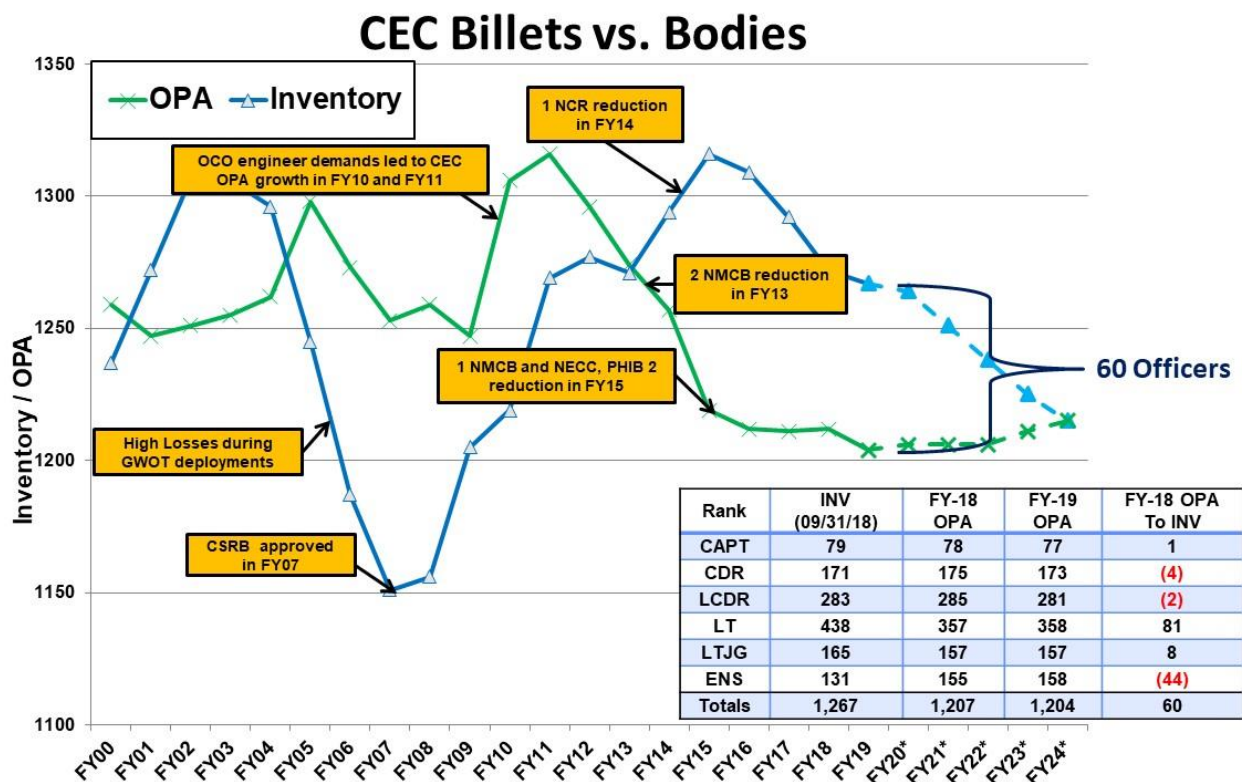
## VI. AC Billets and Detailing

### A. Introduction

The shaping of the billet structure directs the future of the CEC. It drives the size and rank structure of the community. CEC officers support a wide variety of Budget Submitting Offices (BSOs) in diverse locations and jobs.

### B. Billet Structure

The graph below compares Officer Programmed Authorizations (OPA) with the actual inventory. OPA is derived from billets authorized and is forecast over the FYDP. Traditionally, we have had fewer CEC officers than authorizations resulting in vacant billets. From FY-01 to FY-04, our inventory exceeded total authorizations causing personnel to be assigned to over-allowance billets. In FY-05 our inventory dipped below authorizations, however, FY-12 billet reductions have brought about the situation where inventory now exceeds total authorizations again. The graph below shows twenty years of data with forecasted OPA out to 2024.

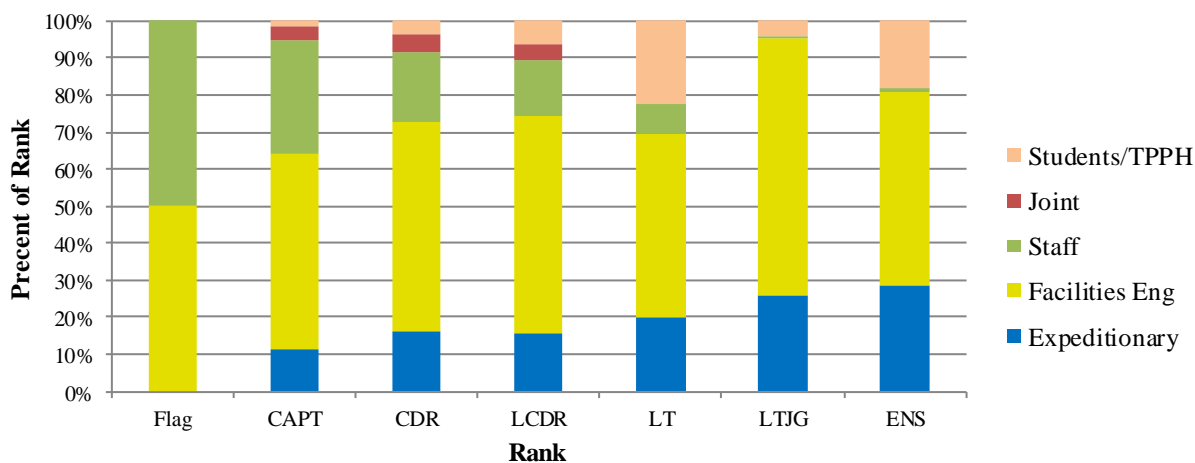


### C. Billet Type by Grade

The following chart depicts billet types by rank. The billet types are separated down into Staff, Facilities Engineering, Expeditionary, Student, and Transient, Patients, Prisoners, Holding (TPPH) categories. Staff billets include Headquarters elements; Facilities Engineering include all public works and construction contracting functions; Expeditionary billets include all Naval Construction Force and Naval Special Warfare billets; Student billets include billets for CECOS, language training, War College, and graduate education; TPPH billets include billets to account for officers in Transient status. It should be noted that all data presented from this point to the end of Section VI contains only funded billets. Billets that carry BA and have an "ADDU FROM" relationship are not funded and therefore are not counted in the data in the following charts.

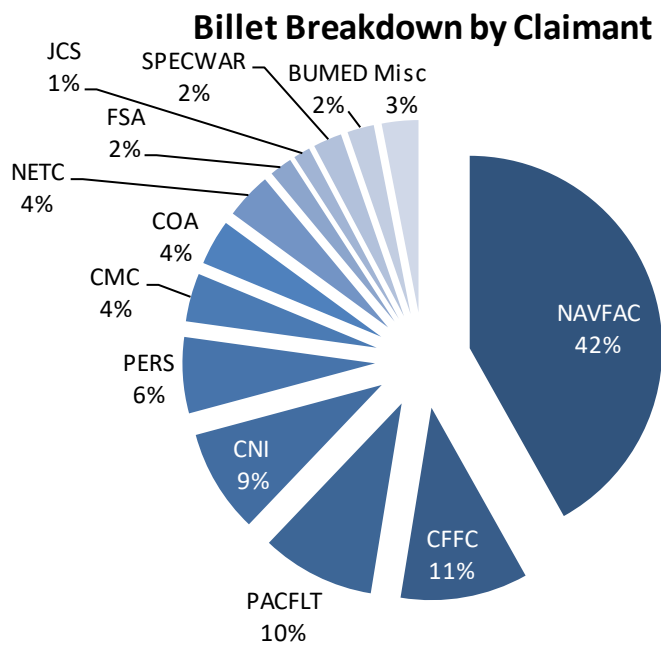
Billet Type by Grade								
	Flag	CAPT	CDR	LCDR	LT	LTJG	ENS	Grand Total
Expeditionary	0	9	28	45	70	41	44	237
Facilities Eng	2	41	99	167	176	109	81	675
Staff	2	24	32	43	28	1	2	132
Joint	0	3	9	12	0	0	0	24
Students/TPPH	0	1	6	18	79	6	28	138
<b>Total</b>	<b>4</b>	<b>78</b>	<b>174</b>	<b>285</b>	<b>353</b>	<b>157</b>	<b>155</b>	<b>1,206</b>

**Billet Type by Grade**



#### ***D. Billet Breakdown by Budget Submitting Officer (BSO)***

NAVFAC sponsors the largest percentage of the CEC billets. Below is a graph of the BSO for all CEC billets.

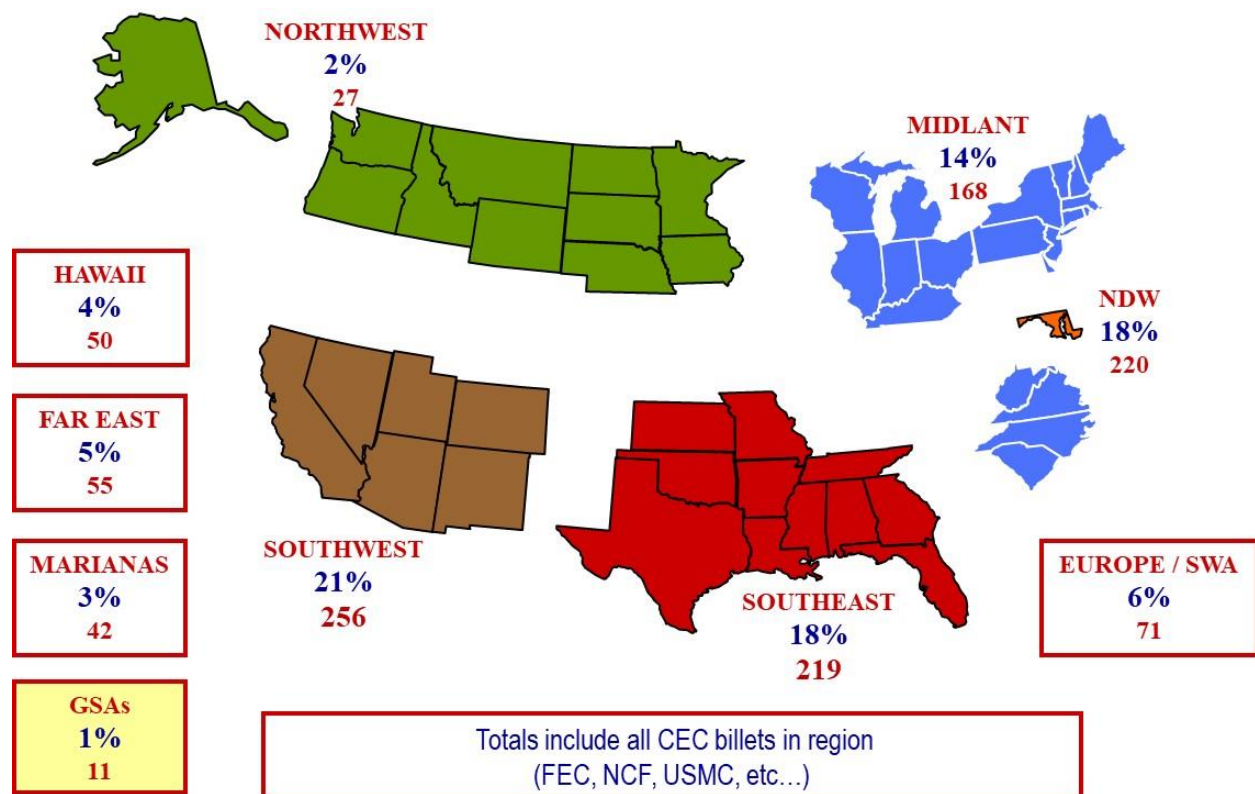


Miscellaneous Category includes:

DON/AA	0.83%
NSEASYSKOM	0.41%
DTRA	0.41%
ONI	0.33%
OSD	0.33%
DISA	0.17%
NSUPSYSKOM	0.17%
USTRANSKOM	0.08%
DLA	0.08%
NAVAIRSKOM	0.08%
SPAWARSCMD	0.08%
NSA	0.08%

***E. Geographic Location of Billets***

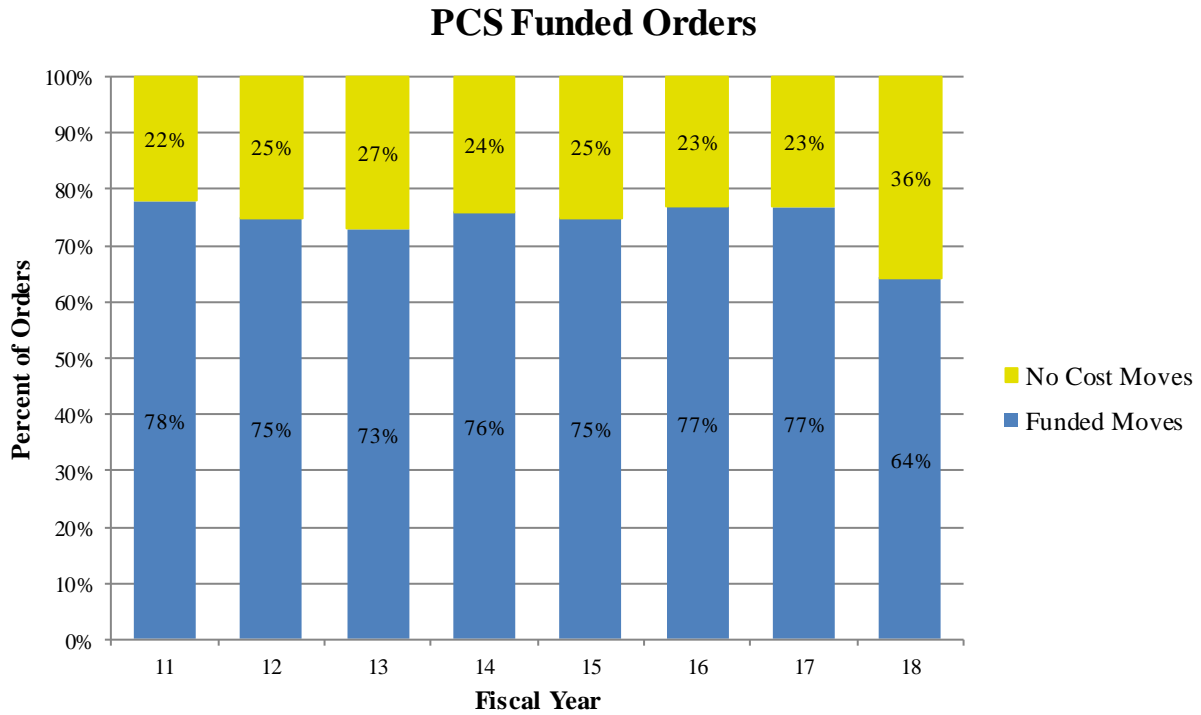
As shown below, CEC officers are assigned to a wide variety of locations.



### ***F. PCS Budget***

In FY-18, a total of \$5.4 Million was spent on 619 orders, and of that 196 orders were written that were no cost. This cost included \$1.8 Million worth of buy ahead orders for CEC officers that are scheduled to rotate in FY-19.

It must be noted that new accessions and GWOT Support Assignment (GSA) PCS costs are not funded by the CEC community and are not reported here.



## VII. AC LDO/CWO Information

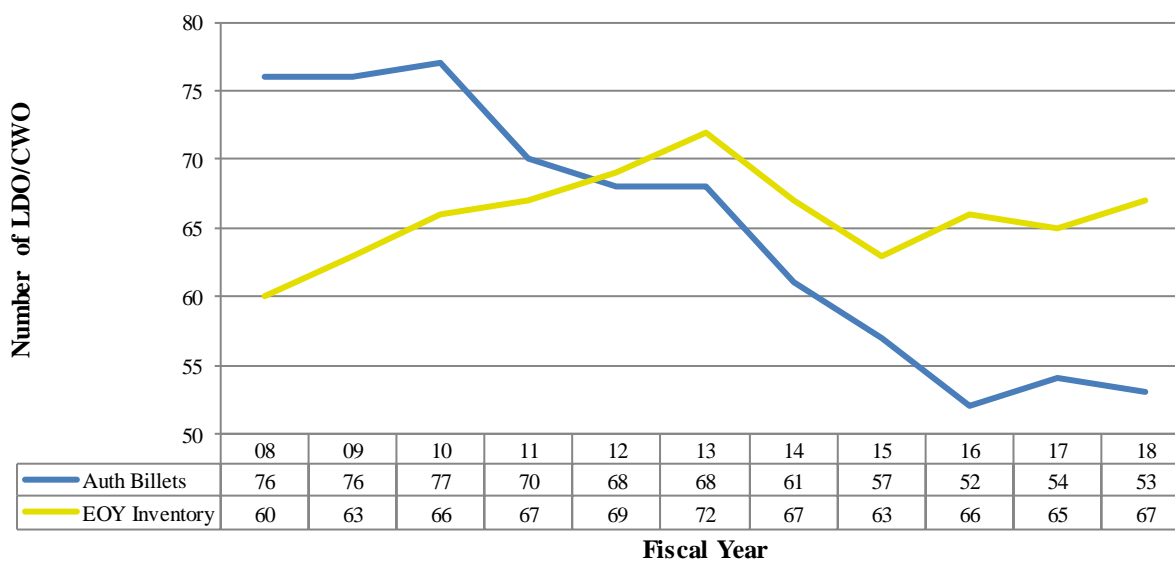
### A. Introduction

The CEC Limited Duty Officer (LDO) and Chief Warrant Officer (CWO) communities bring additional depth and expertise to the CEC. Detailing functions are performed by the CEC Detail Office. Community management responsibilities (including selections and promotions) are performed by a central LDO/CWO community manager with input from the CEC Community Manager.

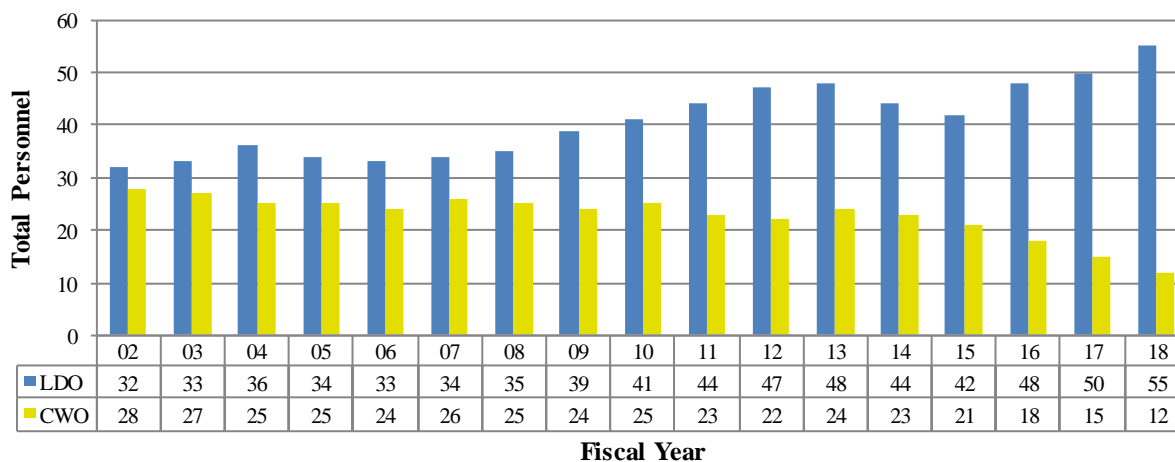
### B. Strength

Below is a recent combined strength history of the LDO and CWO communities. This chart reflects actual inventory. In FY-18, the Navy wide LDO/CWO community authorized strength (OPA) is decreasing to 5152.

**CEC LDO/CWO Authorized Strength vs Inventory**

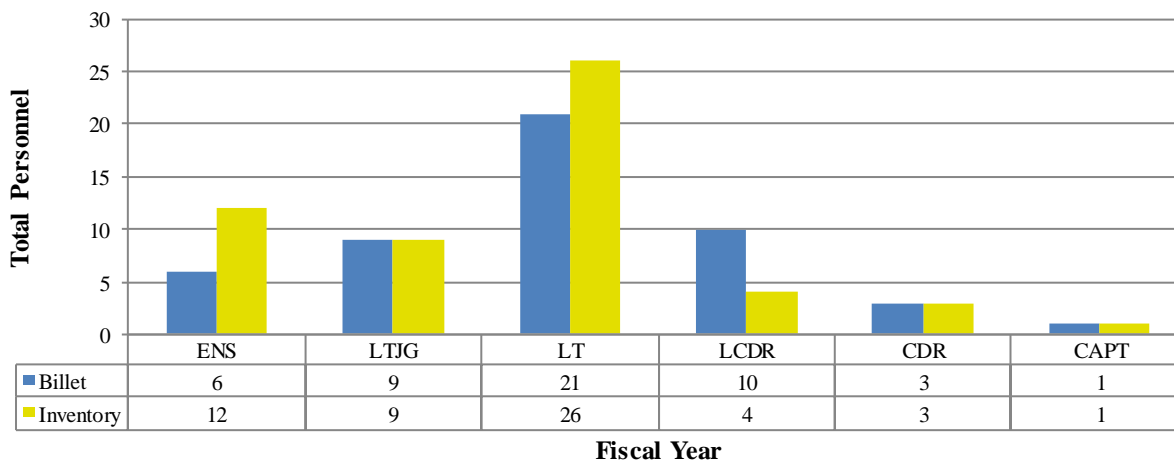


**LDO/CWO Inventory**

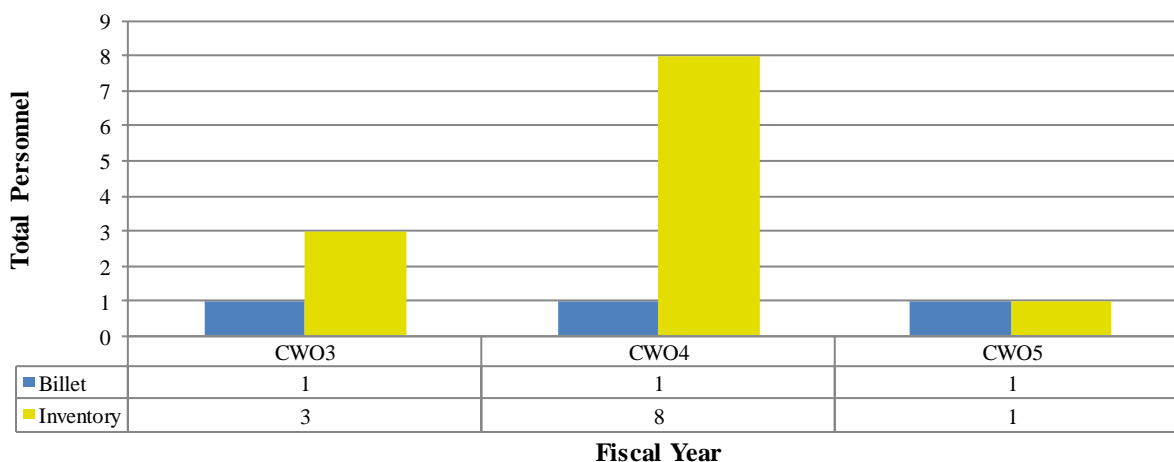


The charts below provide a snapshot of the LDO and CWO inventories compared to authorized billets at the end of FY-18.

### LDO Billets vs Inventory



### CWO Billets vs Inventory

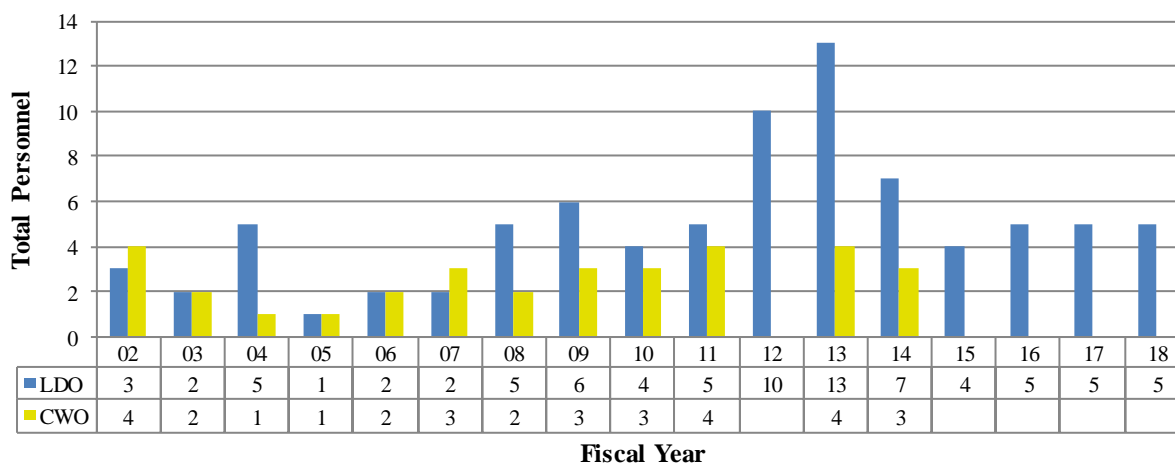


### C. Selections

Following is the selection history for the CEC LDO and CWO communities. Selection numbers are based upon actual losses and changes in the authorized billet structure. Based on historical retirements and changes to manning requirements, it is anticipated that there will be 4-6 LDO selections per year.

During FY-18, the CEC accessed five new AC LDOs. Since Fiscal Year 2015, there have not been nor will there be any CWO direct accessions.

### LDO/CWO Accessions History



#### D. LDO/CWO Promotions

Below are the selection rates for FY-19 Promotion Boards pertaining to LDO/CWO staff promotions.

Promotion Opportunity and Flow Point, Staff Corps		
Rank	Opportunity	Flow Point
CAPT	N/A	N/A
CDR	40%	16 Years, 4 Months
LCDR	60%	11 Years, 4 Months
LT	All Qualified	Not Computed
LTJG	All Qualified	Not Computed
CWO5	47%	Not Computed
CWO4	80%	Not Computed
CWO3	All Qualified	Not Computed

#### E. SCW Qualification

Below tables shows that 27 (51%) of the LDO/CWO billets are SCW coded.

SCW Qualified Officers and Billets by Rank		
Rank	SCW Qualified Officers	SCW Billets
CAPT	1	1
CDR	3	3
LCDR	4	7
LT	25	14
LTJG	8	1
ENS	2	0
CWO5	1	0
CWO4	8	1
CWO3	3	0

## VIII. AC Graduate Education Programs

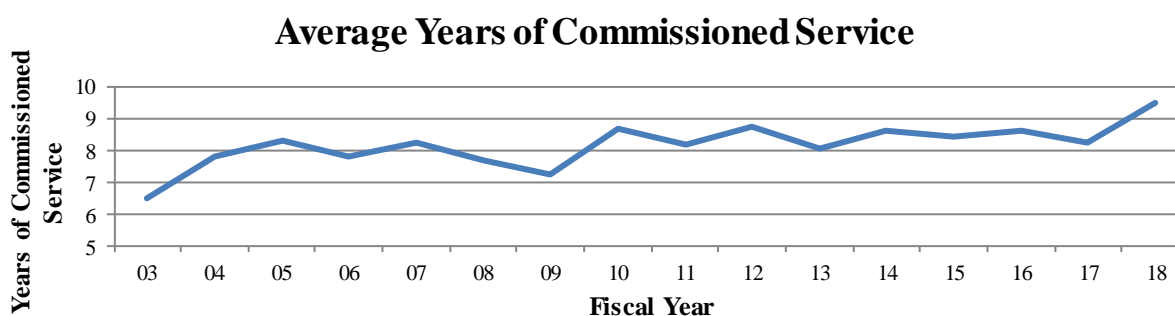
### A. Introduction

The graduate school program was established to ensure that officers receive the advanced education required to perform successfully in certain “P-coded” billets. Our aggressive assignment of officers with a subspecialty to “P-coded” billets has been rewarded with a steady allotment of quotas for graduate school. Typically, the CEC is assigned 45-55 quotas for attendance at graduate school. The billets which are P-coded are identified in the P-1.

The graduate education homepage can be accessed on the World Wide Web at the following address:  
<http://www.public.navy.mil/bupers-npc/officer/Detailing/rlstaffcorps/cec/Pages/CECGraduateSchool.aspx>.

### B. Seniority of Graduate Students

The average years of service for officers assigned to graduate school is shown below with trendline.



### C. Graduate Degrees Pursued

The following chart displays the degree programs pursued over the last five years. The high percentage of technical degrees is in response to the requirements of the P-coded billets. Graduate students are strongly encouraged to take management and business classes for electives.

Curriculum	FY14	FY15	FY16	FY17	FY18	Total
470A Construction Management	23	11	14	8	17	73
470B Environmental	1	5	0	1	2	9
470C Geotechnical Engineering	1	0	0	4	0	5
470D Public Works Management	2	5	10	1	2	20
470E Structural Engineering	2	0	1	1	1	5
470F Urban Planning	1	2	0	1	3	7
470G Facilities Financial Management	4	2	1	3	2	12
470H Engineering Management	10	6	6	2	8	32
470I Architecture and Urban Design	1	1	0	0	2	4
471 Electrical Engineering	0	0	6	1	2	9
472 Ocean Engineering	4	9	5	5	5	28
473A Mechanical Engineering, Shore Facilities	0	2	0	0	1	3
473B Mechanical Engineering, Energy Management	2	3	2	1	0	8
837 NPS Financial Management	2	3	2	1	1	9
838 NPS Financial Management - Energy Focus	0	0	0	1	0	1
360 NPS Operations Research	0	0	1	0	1	2
<b>Total</b>	<b>53</b>	<b>49</b>	<b>48</b>	<b>30</b>	<b>47</b>	<b>227</b>



### ***D. Graduate School Utilization***

A wide variety of schools are utilized for the graduate education program. The following is a breakdown of the last five years.

<b>University</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>	<b>FY18</b>	<b>Total</b>
Alabama	0	1	0	0	1	<b>2</b>
Arizona State	0	0	0	0	1	<b>1</b>
Auburn	0	1	0	0	0	<b>1</b>
Cal Berkeley	0	0	4	0	1	<b>5</b>
Cal State Northridge	2	0	0	0	0	<b>2</b>
Carnegie Mellon	1	1	1	0	0	<b>3</b>
Clemson	1	0	0	1	0	<b>2</b>
Colorado	2	3	3	0	3	<b>11</b>
Colorado State	2	0	1	0	0	<b>3</b>
Columbia	0	0	0	1	0	<b>1</b>
Delaware	0	0	0	0	1	<b>1</b>
Florida	5	4	3	0	3	<b>15</b>
Florida Atlantic	1	2	1	0	1	<b>5</b>
Georgia Tech	1	0	2	1	1	<b>5</b>
Hawaii	3	3	2	1	2	<b>11</b>
Illinois	1	0	0	0	0	<b>1</b>
Lehigh	0	0	0	1	0	<b>1</b>
Louisiana State	4	0	0	0	0	<b>4</b>
Maryland	4	7	4	2	2	<b>19</b>
Massachusetts	0	0	0	0	1	<b>1</b>
NC State	1	1	0	0	0	<b>2</b>
North Florida	0	0	0	1	2	<b>3</b>
Northwestern	0	0	0	0	1	<b>1</b>
NPS	2	5	6	2	2	<b>17</b>
Old Dominion	6	0	2	2	3	<b>13</b>
Oregon State	4	4	1	5	1	<b>15</b>
Penn State	0	1	1	2	3	<b>7</b>
Pittsburgh	0	0	2	0	0	<b>2</b>
Purdue	1	1	2	0	1	<b>5</b>
Rhode Island	0	1	0	1	0	<b>2</b>
SDSU	5	1	2	2	3	<b>13</b>
Stanford	1	1	1	0	1	<b>4</b>
Tennessee	0	0	0	0	1	<b>1</b>
Texas	0	0	0	0	1	<b>1</b>
Texas A&M	2	3	2	1	2	<b>10</b>
UC Santa Barbara	0	0	0	2	0	<b>2</b>
UCLA	0	1	0	0	2	<b>3</b>
University of Texas	2	1	4	1	0	<b>8</b>
Utah State	0	1	0	1	0	<b>2</b>
VA Tech	0	0	1	0	2	<b>3</b>
Virginia	1	1	0	0	0	<b>2</b>
Washington	1	4	2	1	5	<b>13</b>
William & Mary	0	1	1	1	0	<b>3</b>
Wisconsin	0	0	0	1	0	<b>1</b>
<b>Total</b>	<b>53</b>	<b>49</b>	<b>48</b>	<b>30</b>	<b>47</b>	<b>227</b>

### ***E. Officers Holding Sub-Specialty Codes***

As shown below, virtually all of our career officers have earned at least one graduate degree. Note that data for Lieutenants and below may not be fully accurate if an officer P-code has been requested and entered in their official records. Additionally, many officers have multiple subspecs, so the cumulative number of subspecs awarded will add up to greater than the inventory. The total column represents which officers have at least one masters level subspec. Codes included: P and Q and omits R, S and T.

<b>Officers with Sub-Specialty Codes</b>								
<b>Subspec</b>	<b>FLAG</b>	<b>CAPT</b>	<b>CDR</b>	<b>LCDR</b>	<b>LT</b>	<b>LTJG</b>	<b>ENS</b>	<b>Total</b>
<b>1101</b>	4	66	148	191	51	2	0	462
<b>1103</b>	0	3	17	29	11	0	0	60
<b>3000</b>	0	2	9	16	6	2	0	35
<b>3105</b>	0	2	4	2	0	0	0	8
<b>3110</b>	0	3	2	6	2	0	0	13
<b>3111</b>	0	2	2	0	0	0	0	4
<b>Total</b>	4	78	182	244	70	4	0	582
<b>% Inventory</b>	100%	139%	139%	118%	54%	9%	0%	70%

This is compared to the billets requiring a subspecialty code. As supported by the percentage of P-coded billets at the senior levels, it is important to maintain the high percentage of officers with subspecialty codes.

<b>Billets Requiring Sub-Specialty Codes</b>								
<b>Subspecialty</b>	<b>FLAG</b>	<b>CAPT</b>	<b>CDR</b>	<b>LCDR</b>	<b>LT</b>	<b>LTJG</b>	<b>ENS</b>	<b>Total</b>
<b>1101</b>	0	59	114	173	114	7	0	467
<b>1103</b>	0	2	6	10	6	1	0	25
<b>3111</b>	0	1	5	2	0	0	0	8
<b>3211</b>	0	0	1	1	0	0	0	2
<b>TOTAL</b>	0	62	126	186	120	8	0	502
<b>% of Total Billets</b>	0%	79%	72%	65%	34%	5%	0%	42%

#### Subspecialty Codes

1101 – Facilities Management  
 1103 – Ocean Engineering  
 3000 – Resource Management and Analysis  
 3105 – Financial Management – Civilian Focus  
 3110 – Financial Management – Advance Focus  
 3111 – Financial Manager  
 3211 – Operations Research and Analysis – Analysis and Assessment

#### Subspecialty Education Level Suffixes

P – Masters Level Education  
 Q – Proven Masters Level  
 R – Proven Experience, 18 or more months in a subspecialty coded billet  
 S – Significant Experience – Professional experience and knowledge of theories, principles, processes in the subspecialty field. Knowledge obtained through training and OJT.  
 T – Officer in Training pipeline

## IX. Reserve Component (RC) Composition

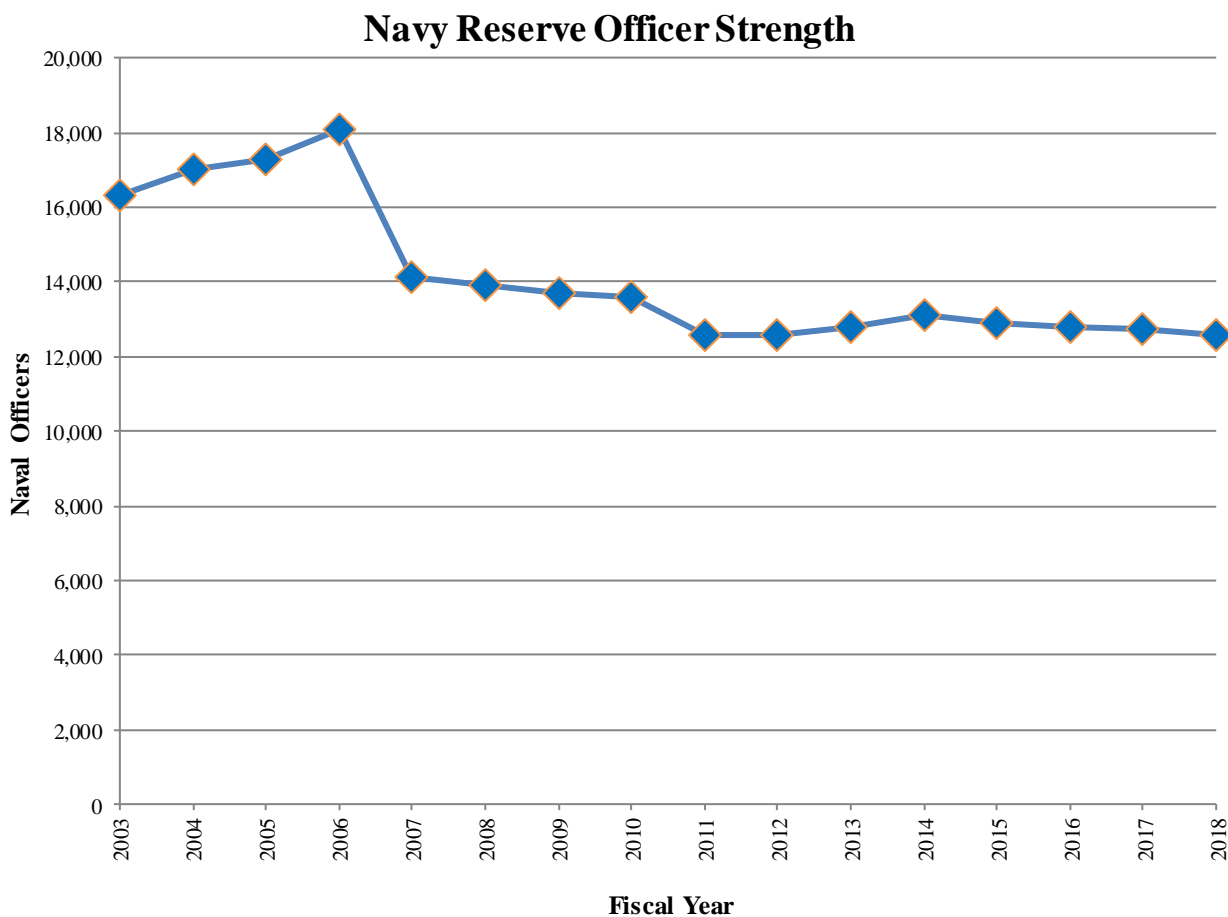
### A. Introduction

This document describes the state of the CEC RC as of the end of FY-18.

Statistics have been compiled from the ROMIS, NMPBS, IMAPMIS and RHS maintained by PERS 463 and BUPERS-3 at Navy Personnel Command at Millington, TN and represent the composition of the Selected Reserve (SELRES) and members of Volunteer Training Units (VTU). They do not include the composition of the Active Status Pool (ASP) unless specifically stated.

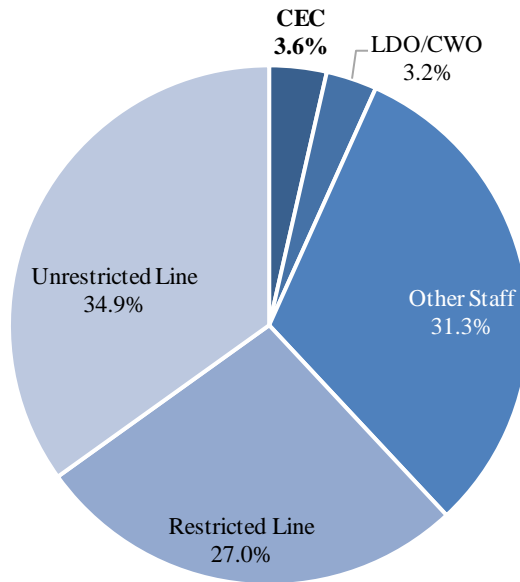
### B. Navy Reserve Composition

Since 2006, the CEC RC end strength, along with that of the Navy Reserve, has been reduced. The following graph and table below provide a history of the Navy RC officer end strength.



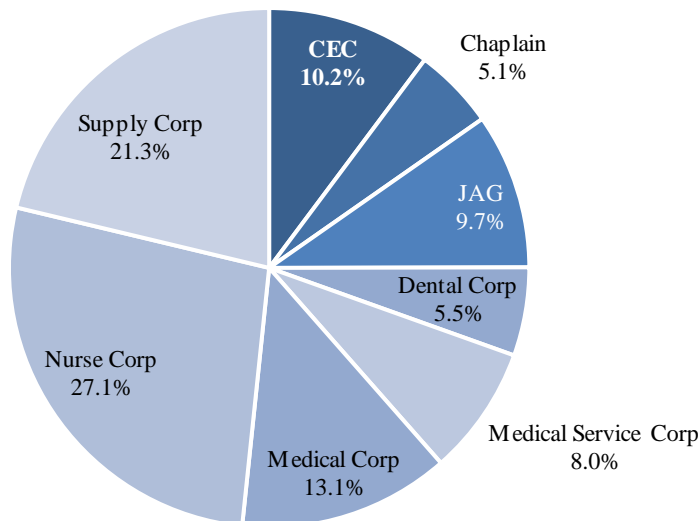
Unrestricted Line (URL) officers comprised more than one-third of RC officer strength, while CEC officers were approximately 4%. This breakdown is shown below.

### Reserve Officer Distribution



The staff corps communities of the RC accounted for 34.9% of the RC officer strength. As shown in the graph below, 10.2% of the total RC staff corps were CEC officers with a 5105 designator.

### Reserve Staff Corps Breakdown

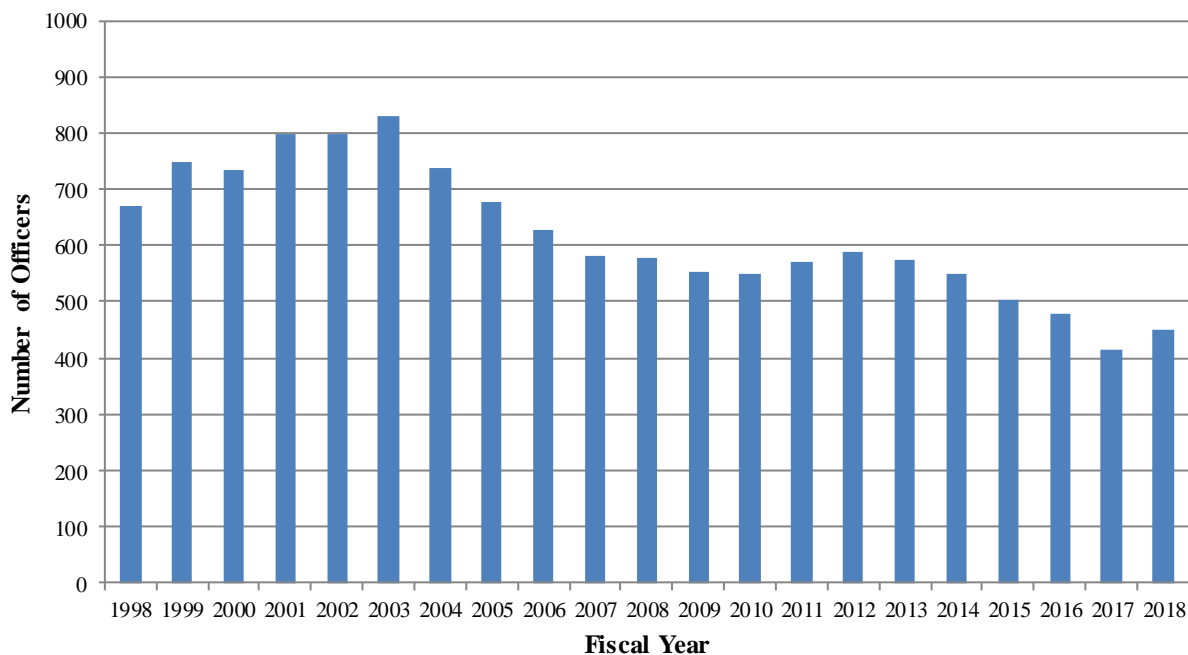


### C. CEC RC (designator 5105) Strength

The information presented in the following sections is for CEC RC officers with a 5105 designator. Information on Limited Duty Officers (LDO 6535 designator) and Chief Warrant Officers (CWO 7538 designator) is presented in Section XIV.

The CEC RC on-board drilling reservist strength increased from 414 officers at the end of FY-17 to 449 at the end of FY-18. The onboard strength is the total number of all drilling reservists (5105) as shown in the table below.

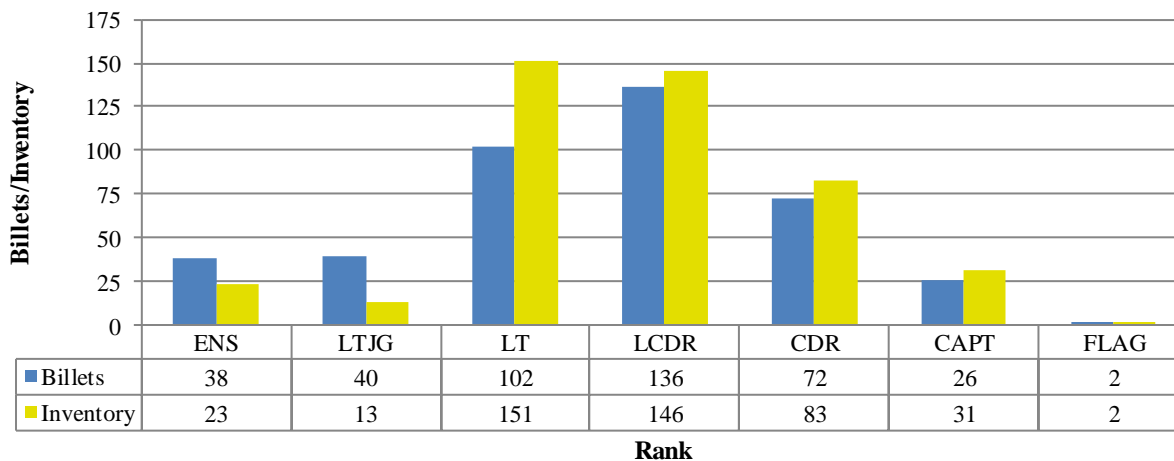
### CEC Reserve Strength



Reserve Composition by Rank								
	ENS	LTJG	LT	LCDR	CDR	CAPT	Flag	Total
<b>Drilling Reservists</b>								
Selected Reservists	23	13	151	146	83	31	2	449
Volunteer Training Unit Members	0	0	1	7	7	1	0	16
<b>Total Drilling Reservists</b>	<b>23</b>	<b>13</b>	<b>152</b>	<b>153</b>	<b>90</b>	<b>32</b>	<b>2</b>	<b>465</b>
<b>Non-Drilling Reservists</b>								
Individual Ready Reserve Members	8	3	85	8	1	0	0	105
<b>Total Reserve Force</b>	<b>28</b>	<b>16</b>	<b>237</b>	<b>161</b>	<b>91</b>	<b>32</b>	<b>2</b>	<b>567</b>

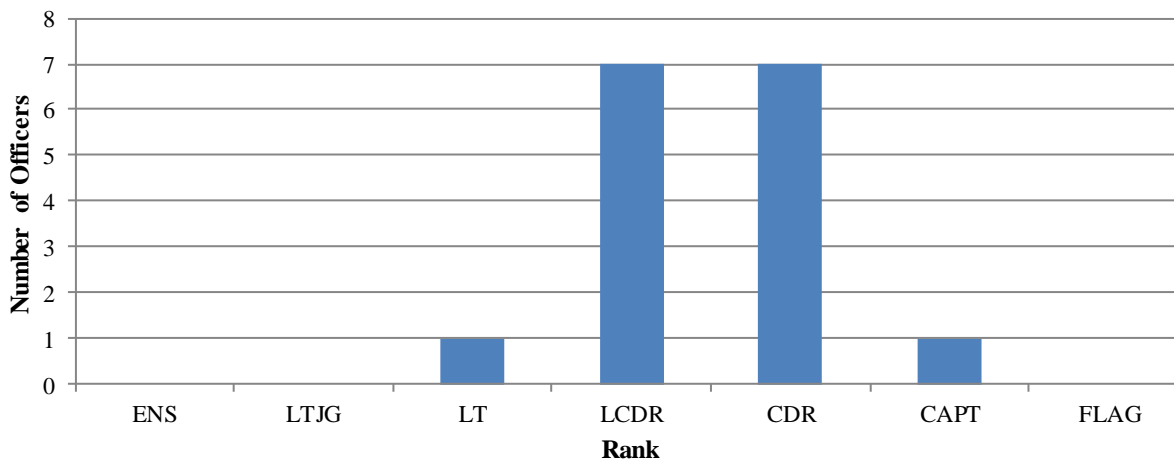
The graph and table below show the imbalance between the authorized billets and the actual on-board inventory of CEC RC officers. At senior levels (O5 and O6), a great deal of effort has been put forth in recent years to get the inventory of officers within the number of authorized billets. Senior officers not assigned to a pay billet will be assigned as members of the Volunteer Training Units (VTU) in a non-pay status.

### CEC Reserve Authorized Billets vs Inventory

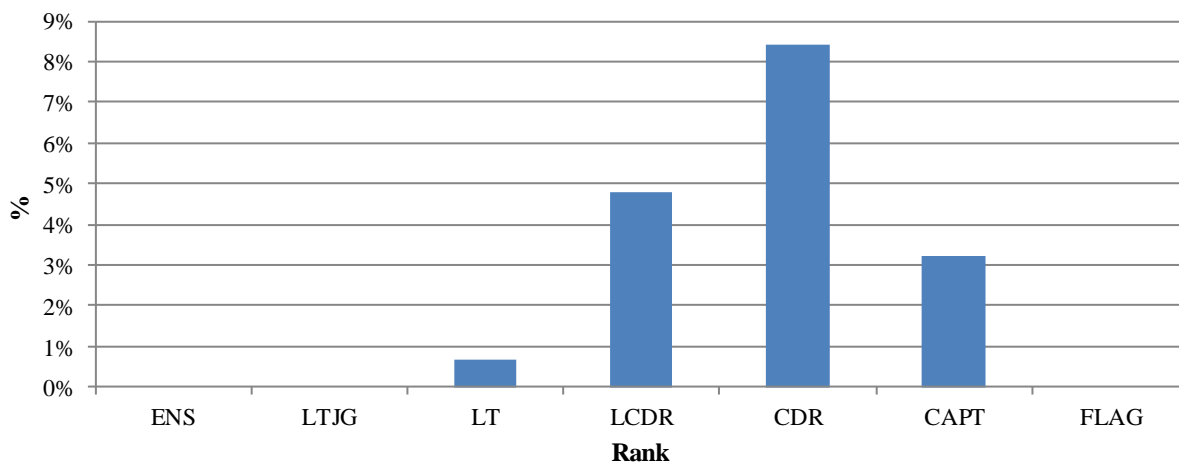


The graphs below show the number and percentage of CEC RC officers by rank.

### CEC Reserve Officers Assigned to VTU



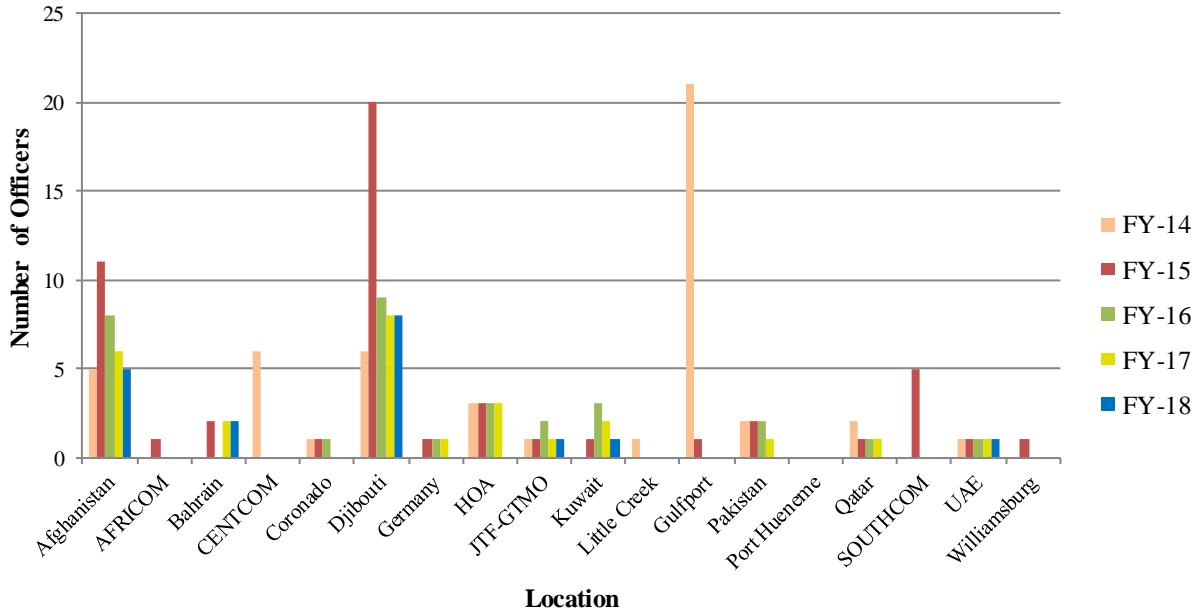
### Percentage of CEC Reserve Officers in VTU



### D. RC Mobilization Locations, Status, & Active Duty Order Statistics

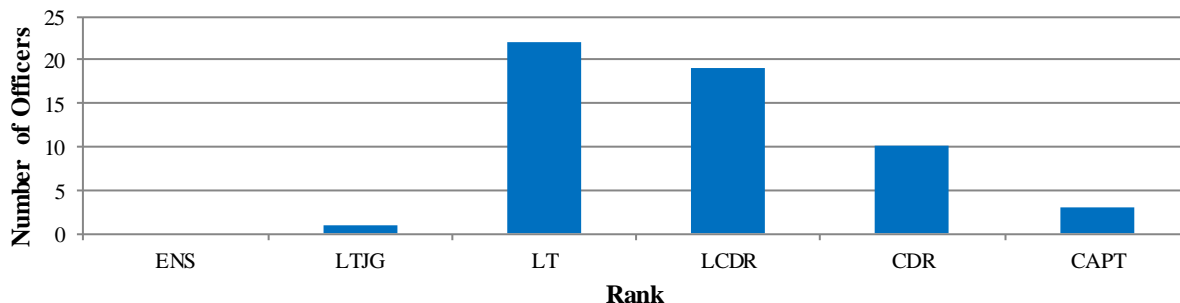
The following charts will indicate RC unit and non-unit mobilization locations for the last five (5) FYs, Mobilization Status of Reserve component, as well as a breakdown of paygrades of those Reserve Officers currently on extended Active Duty Orders.

### Location of CEC Reserve Mobilization



The below charts lists the paygrades of the 55 CEC Reserve officers who were on extended, at least 90-days, active duty orders (including Active Duty for Special Work, 3-year recalls, definite recalls (maximum of 3 years), and mobilizations as of the end of September 2018.

### CEC RC Officers on Extended Active Duty Orders

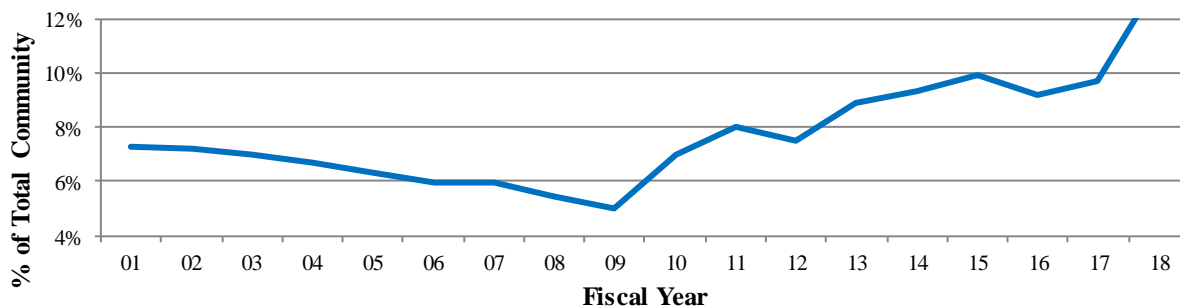


## E. Community Demographics

### 1. Female Inventory

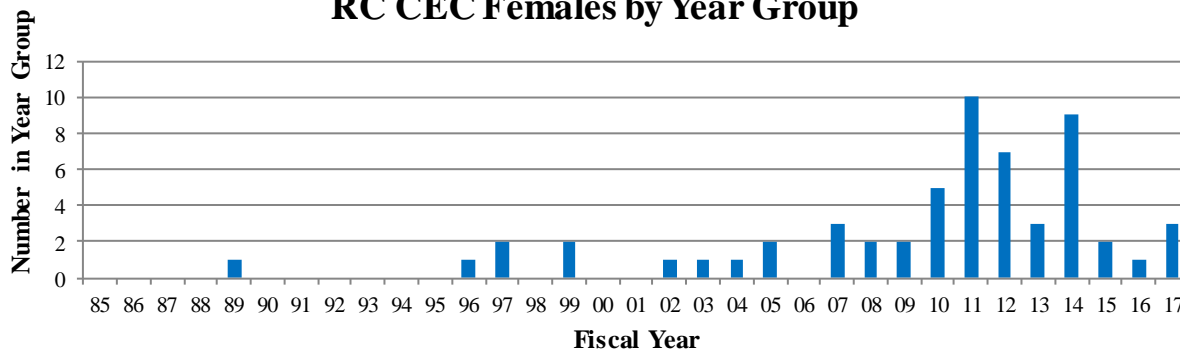
The Department of Labor (DOL) Bureau of Statistics indicate 14.6% of the architectural, engineering, and related services workforce in 2017 were Female.

### RC Females in the CEC



The graph below shows the current number of female CEC RC officers by accession year group.

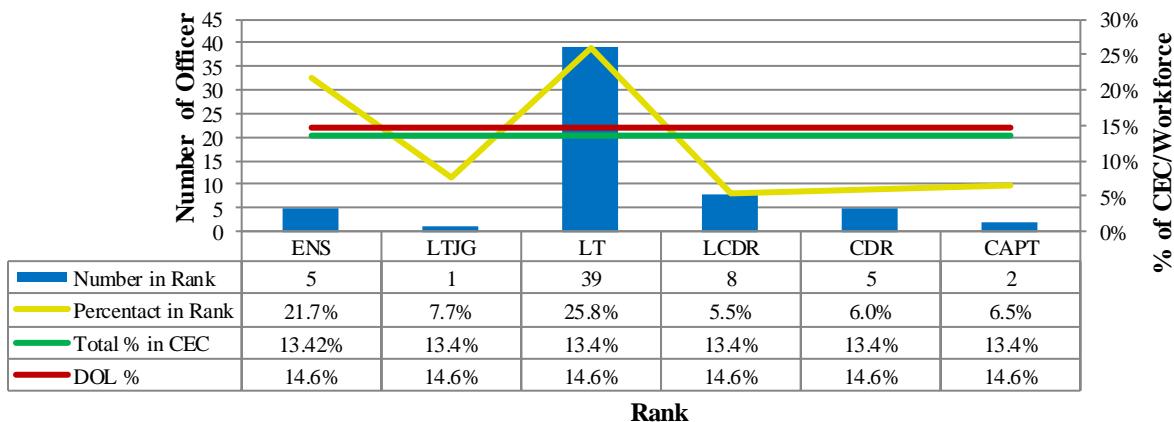
### RC CEC Females by Year Group





The graph below shows the number of female CEC RC officers by rank.

### RC Female in the CEC



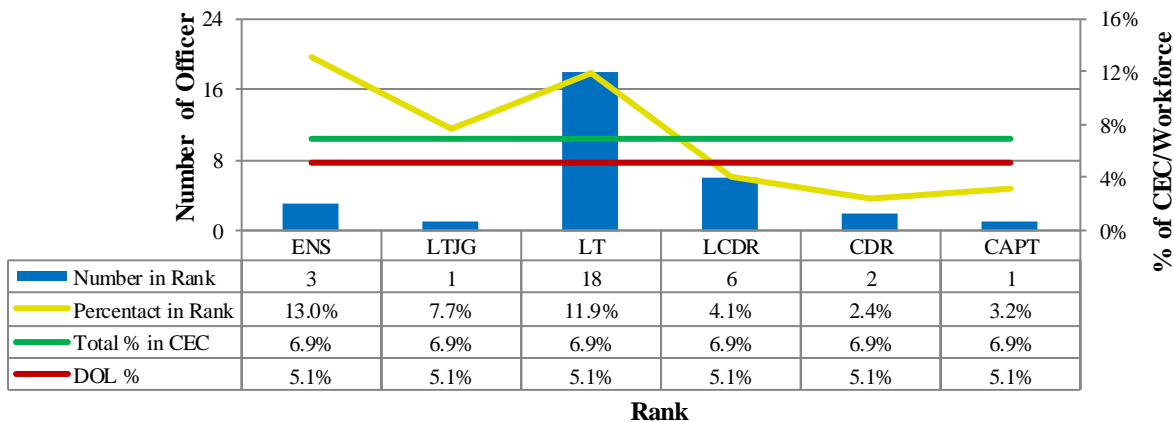
## 2. Minority Demographics

In FY-18, the RC CEC community had 138 minority/Hispanic officers or 30.9% of the total officers in the Reserve Civil Engineer Corps.

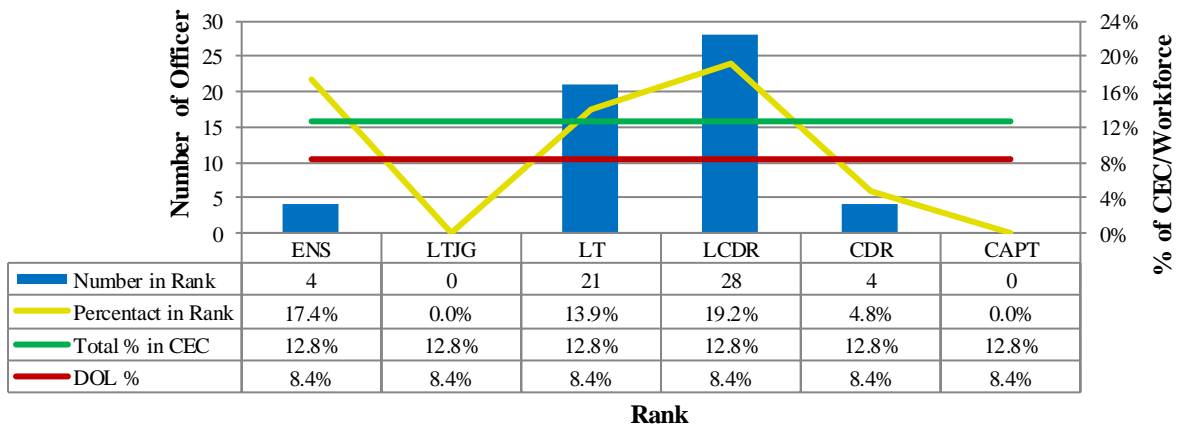
End of FY-18 Minority Inventory								
	FLAG	CAPT	CDR	LCDR	LT	LTJG	ENS	Total
African-American	0	1	2	6	18	1	3	31
Hispanic	0	0	4	28	21	0	4	57
Asian/Pacific Islander	0	1	5	10	12	1	2	31
Multiple	1	0	2	5	10	0	1	19

The graphs below depict the percentage of minorities by rank in the CEC.

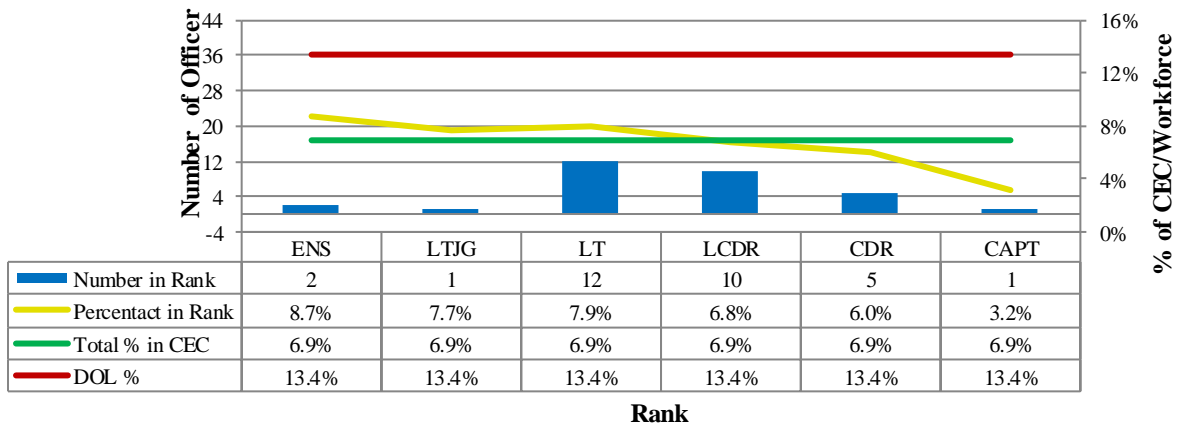
### RC African-American in the CEC



### RC Hispanic in the CEC



### RC Asian/Pacific Islander in the CEC



## X. RC Qualifications

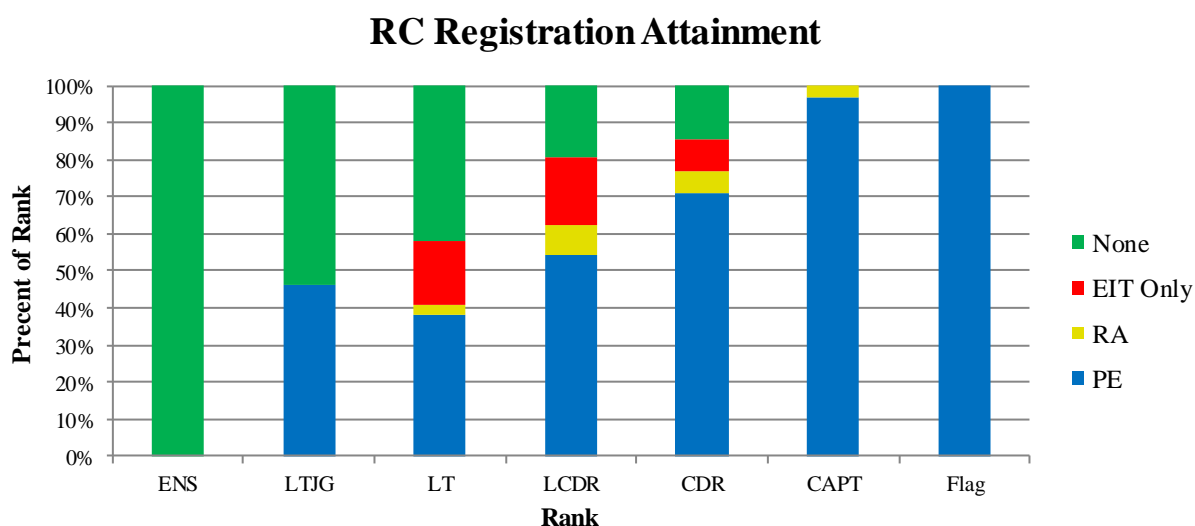
### A. Introduction

Professional registration and SCW qualification continue to be critically important elements in the career path of the CEC RC officer. Acquisition credentials are of growing importance.

This unique combination of skills makes the CEC RC officer a valuable asset as we continue to support the GWOT. Professional registration and warfare qualification of officers increase professional credibility in both the Navy community and the joint environment.

### B. Professional Registration

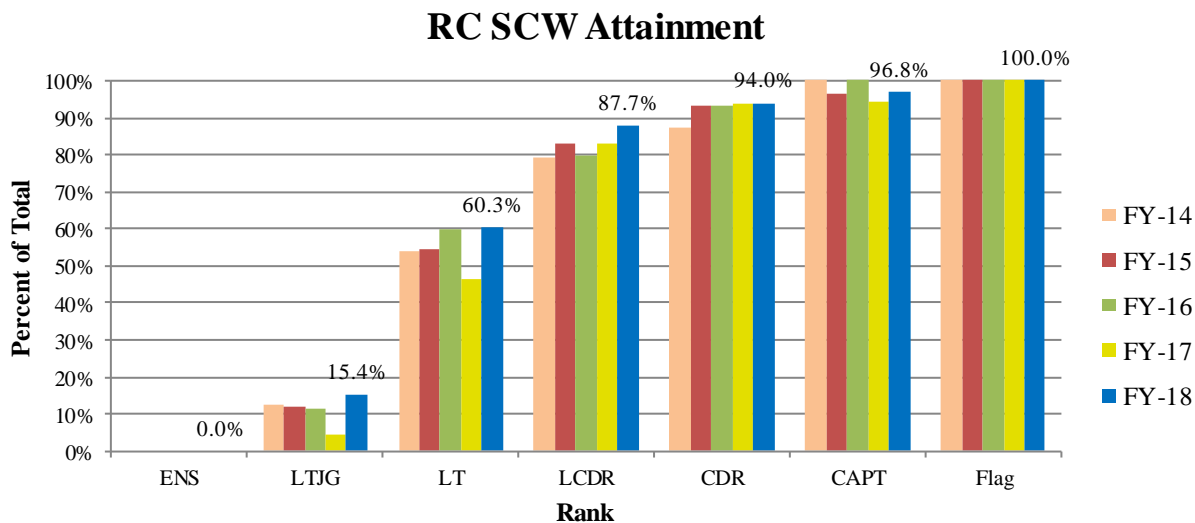
The number of registered officers (engineer in training (EIT), professional engineers (PE) and registered architects (RA)) at various ranks is depicted below.



### C. Warfare Qualifications

The following depicts the percentage of CEC RC officers who have earned SCW qualification.

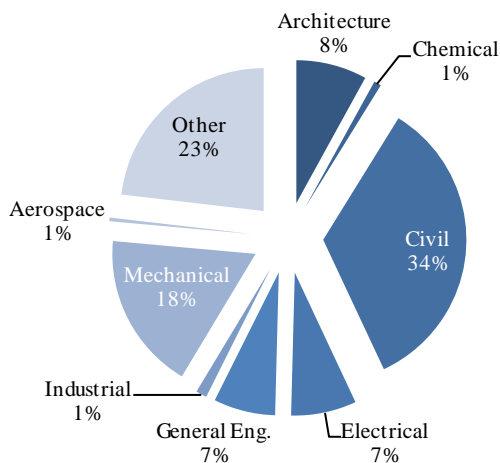
SCW Qualification and Billets by Rank		
Rank	Officers w/SCW Qualification	SCW-Qualifying Billets
Flag	2	0
CAPT	30	1
CDR	78	7
LCDR	128	23
LT	91	35
LTJG	2	26
ENS	0	31
<b>Total</b>	<b>331</b>	<b>123</b>



### D. Degree Breakdown

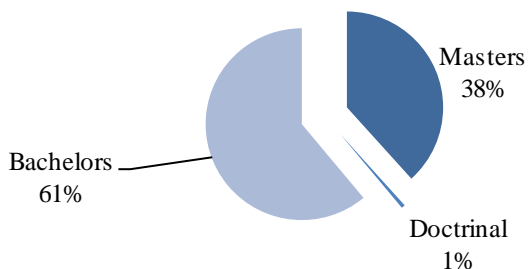
The figure below provides the breakdown of degrees held by CEC RC officers.

#### Majors Held by RC CEC Officer



Approximately 39% of degrees possessed by CEC RC officers are graduate or above degrees. A summary of these degrees is shown below.

#### Degrees Held by RC CEC Officer



### ***E. Acquisition Qualifications***

Acquisition expertise is shifting in the RC CEC officer community from Acquisition Contracting (AC) certification to Acquisition Facilities Engineering (AF) certification. The information shown in the next table summarizes the most current acquisition level achievements of the SELRES CEC officers in FY-18.

<b>Acquisition Qualification by Rank</b>							
<b>Rank</b>	<b>AC1</b>	<b>AC2</b>	<b>AC3</b>	<b>AF1</b>	<b>AF2</b>	<b>AF3</b>	<b>APM</b>
CAPT	5	6	4	0	3	0	7
CDR	20	10	4	1	10	4	9
LCDR	27	22	4	10	17	3	5
LT	40	15	1	5	5	4	1
LTJG	0	0	0	0	0	1	1
ENS	0	0	0	0	0	0	0

Many RC officers obtained their Acquisition Professional Community Member while serving on Active Duty.

## XI. RC Accession Program

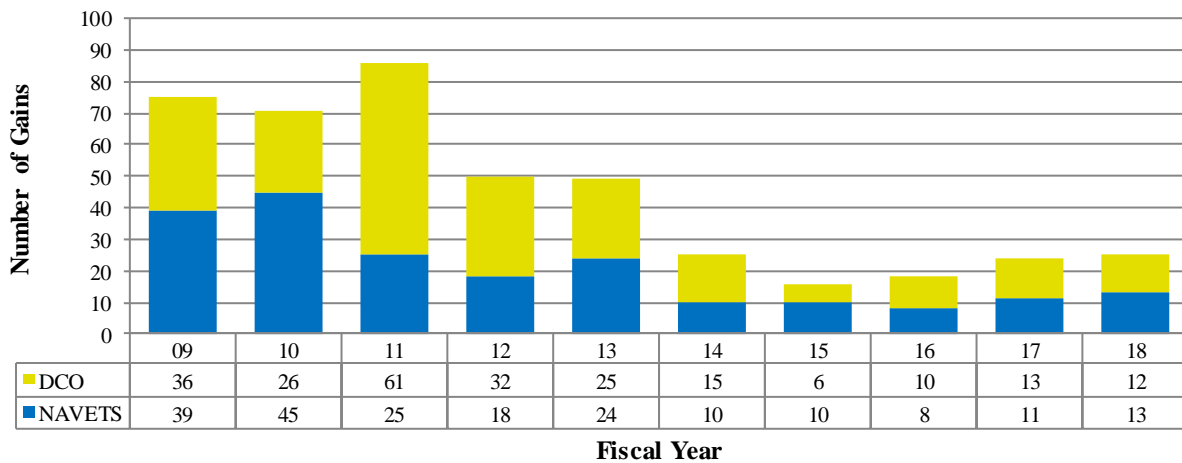
### A. Introduction

FY-18 accessions saw slight increase in officers released from active duty (NAVETS) and a slight decrease in direct commission officers (DCO) accessions from FY-17 and mirror an overall decrease in accessions since FY-11.

### B. Accession Numbers and Sources

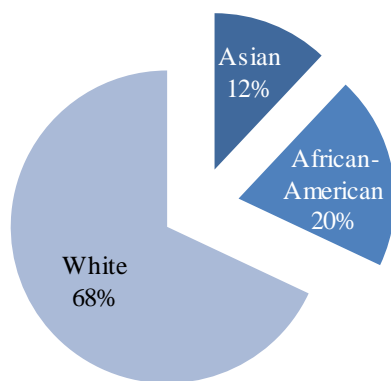
The two primary sources of new accessions are DCO and officers released from active duty NAVETS.

**CEC RC Accession History**

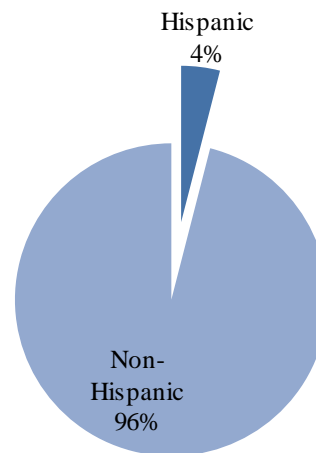


The race and ethnicity demographic percentages for the FY-18 accessions are shown in the following graph.

**DCO/NAVET Accessions Race**



**DCO/NAVET Accessions Ethnicity**



## XII. RC Selection Boards

### A. Introduction

This section contains statistics for the FY-19 5105 Captain, Commander, and Lieutenant Commander Promotion Boards which were held in FY-18.

### B. FY-19 Reserve Component Staff Corps Selection Board Dates

Convening dates of FY-19 Promotion Boards are listed in the table below.

FY-19 Selection Board Dates	
Rank	Convening Date
CAPT	27 February 18
CDR	27 February 18
LCDR	11 June 18
LT	All Fully Qualified Promoted

The table below gives the names of the senior officer in zone and the junior officer in zone for the RC Staff Corps FY-19 Promotion Boards scheduled in FY-18.

FY-19 CEC RC Selection Board In-Zone Eligible Candidates.			
Promotion to Captain (5105) FY-19 Promotion Selection Board			
	Rank / Name	Precedence Number	Date of Rank
Senior In Zone	CDR A. O. Thompson	248713-00	1 NOV 12
Junior In Zone	J. L. Pesane	249919-00	1 AUG 13
Promotion to Commander (5105) FY-19 Promotion Selection Board			
	Rank / Name	Precedence Number	Date of Rank
Senior In Zone	LCDR A. B. Vincent	348801-00	1 NOV 12
Junior In Zone	LCDR J. J. Dong	350695-00	1 JUL 13
Promotion to Lieutenant Commander (5105) FY-19 Promotion Selection Board			
	Rank / Name	Precedence Number	Date of Rank
Senior In Zone	LT A. P. Huskisson	412702-00	1 FEB 13
Junior In Zone	LT D. P. Nichol	416467-00	1 MAR 14

### C. Promotion Opportunity

The next table contains the actual promotion opportunity for in-zone officers over the last five years.

Promotion Opportunity for In-zone Officers, FY-15 to FY-19.					
Rank	FY-15	FY-16	FY-17	FY-18	FY-19
CAPT	42%	42%	40%	53%	40%
CDR	60%	62%	58%	62%	63%
LCDR	68%	55%	54%	56%	51%
LT / LTJG	All Qualified	All Qualified	All Qualified	All Qualified	All Qualified

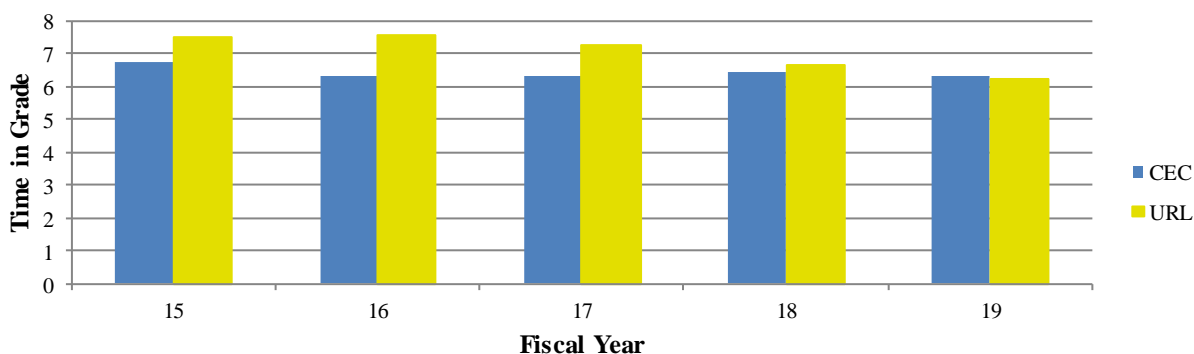
### D. Promotion Time-In-Grade

Unlike the AC, RC promotions, per Title 10§14304, are governed by Time-In-Grade (TIG) vice Flow Points. The minimum TIG for LT to LCDR, LCDR to CDR, and CDR to CAPT is 3 Years. The maximum TIG for promotion from LT to LCDR is 7 Years. The Maximum TIG for promotion from LCDR to CDR is 7 Years. There is no

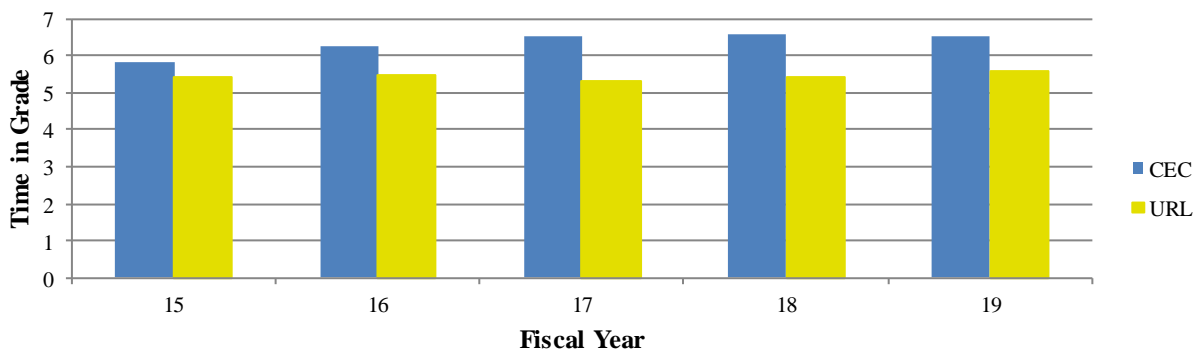
maximum TIG for promotion from CDR to CAPT. Officers shall be placed in the promotion zone for that officer's grade and competitive category, and shall be considered for promotion to the next higher grade by a promotion board convened under section 14101 (a) of this title, far enough in advance of completing the maximum TIG, so that, if the officer is recommended for promotion and the promotion may be effective on or before the date on which the officer will complete the maximum TIG.

Historical TIGs depicted in the next three graphs.

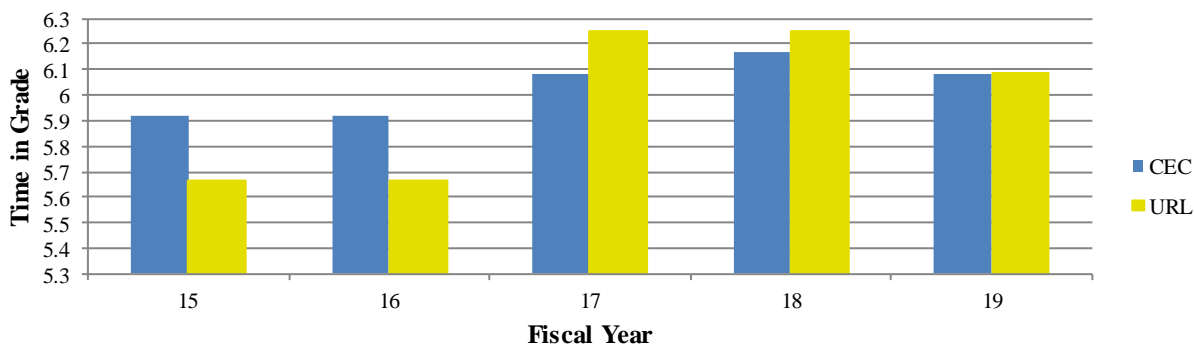
### CAPT Promotion Time in Grade



### CDR Promotion Time in Grade



### LCDR Promotion Time in Grade



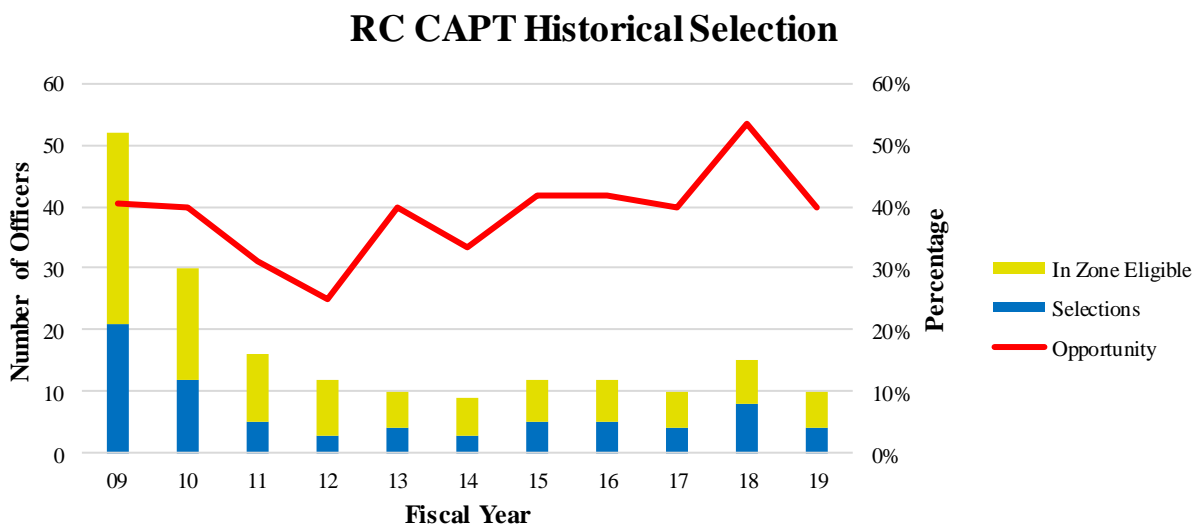


### E. FY-19 Selection Board Statistics

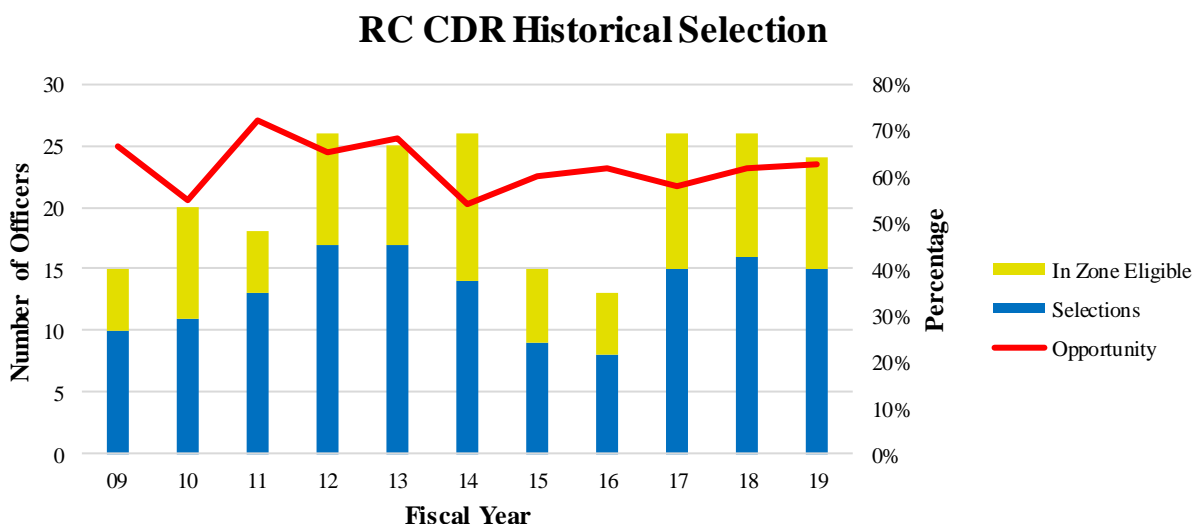
The FY-19 CEC RC Captain, Commander, and Lieutenant Commander Promotion board statistics, whose boards were conducted in FY-18, are shown in the next tables or graphs. This data was taken from information on BUPERS.

Rank	Above Zone			In Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
<b>CAPT</b>	21	1	4.76	10	3	30.00	4	40.00
<b>CDR</b>	35	1	2.86	24	14	58.33	15	62.50
<b>LCDR</b>	10	2	20.00	41	19	46.34	21	51.22

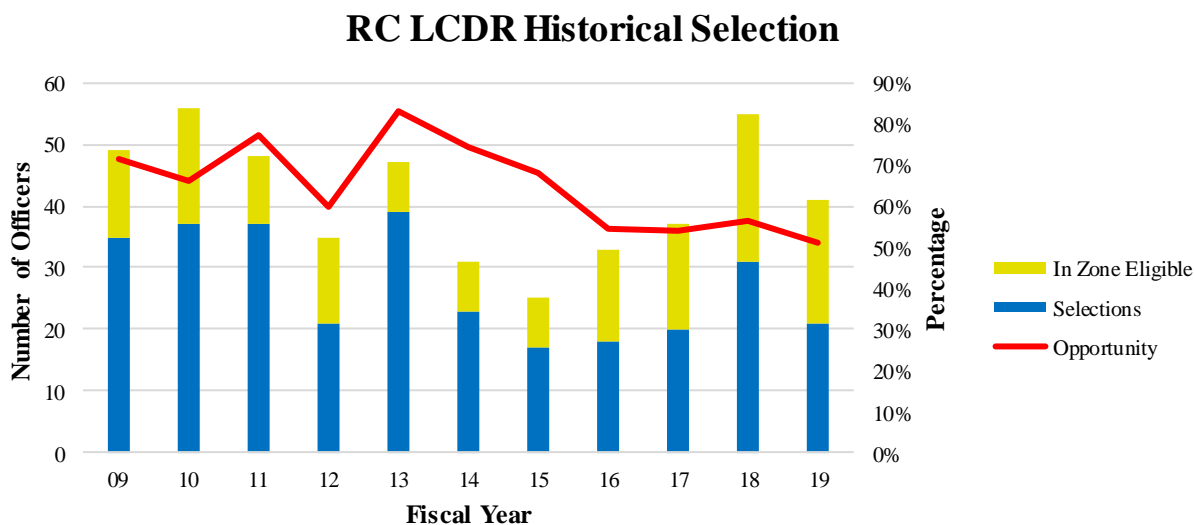
FY-19 – 5105 Captain Promotion Board Statistics



FY-19 – 5105 Commander Promotion Board Statistics



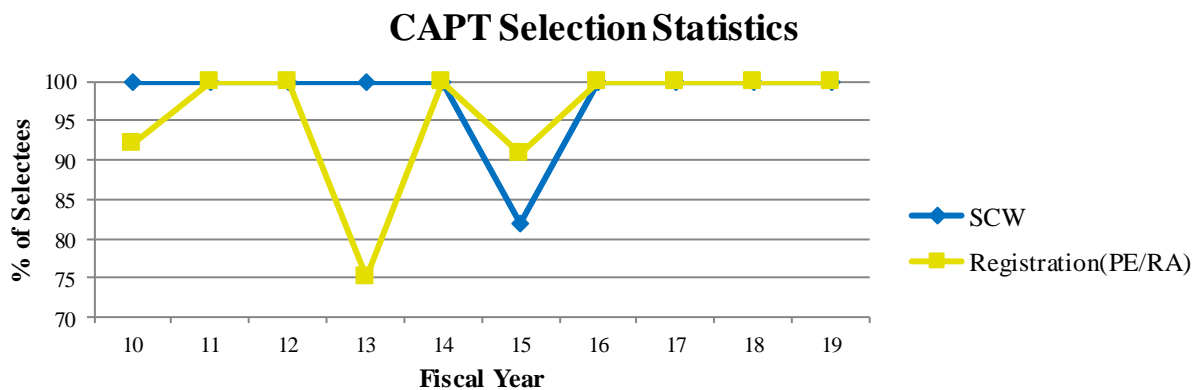
FY-19 – 5105 Lieutenant Commander Promotion Board Statistics



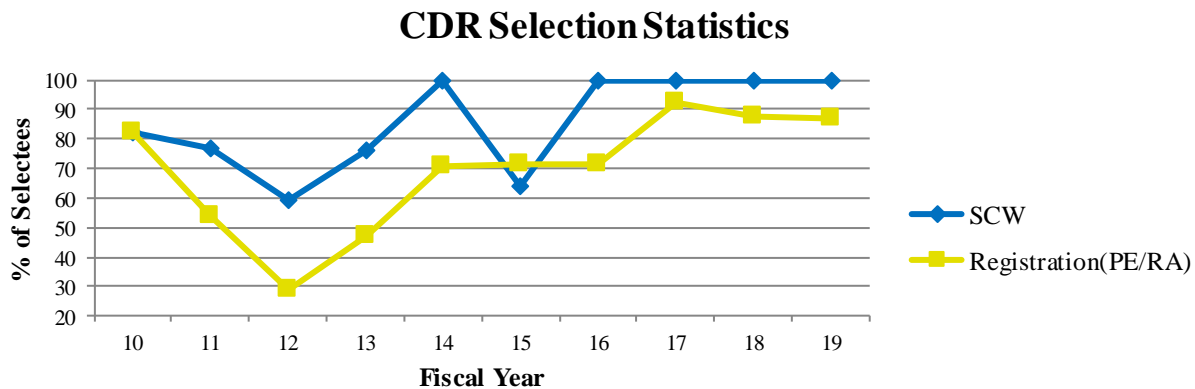
## F. Promotion Trends

The following charts show trends in qualifications for those promoted to O4, O5, and O6 for the last ten fiscal years.

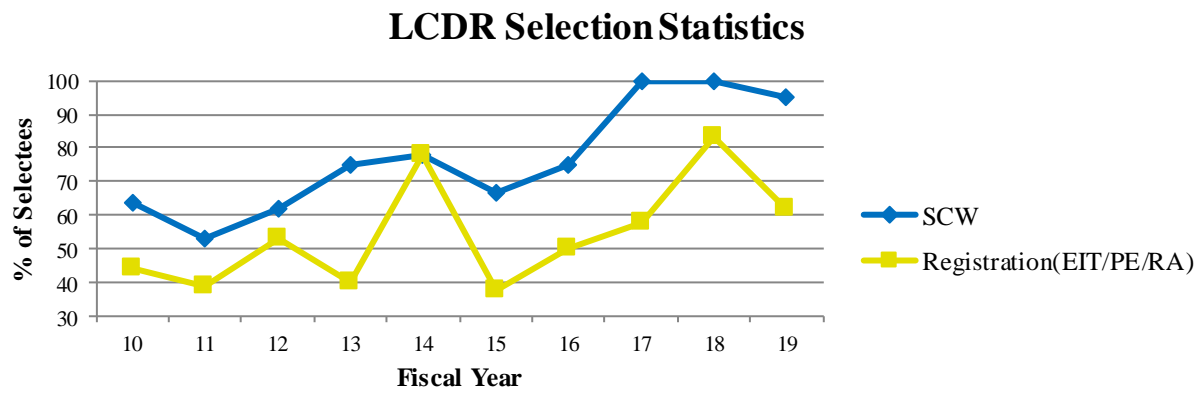
Captain Promotion Statistics History by FY.



Commander Promotion Statistics History by FY.



Lieutenant Commander Promotion Statistics History by FY.

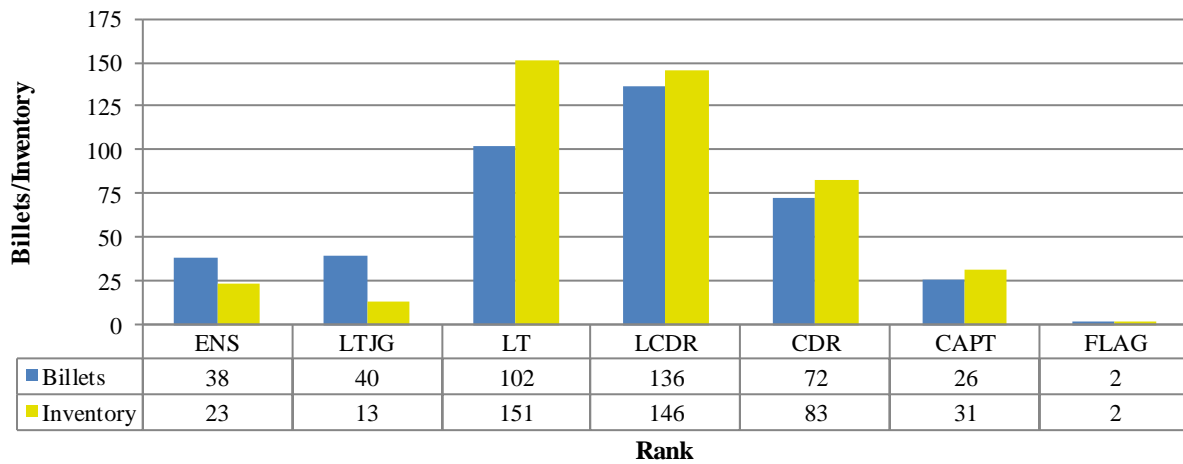


## XIII. RC Billets and Detailing

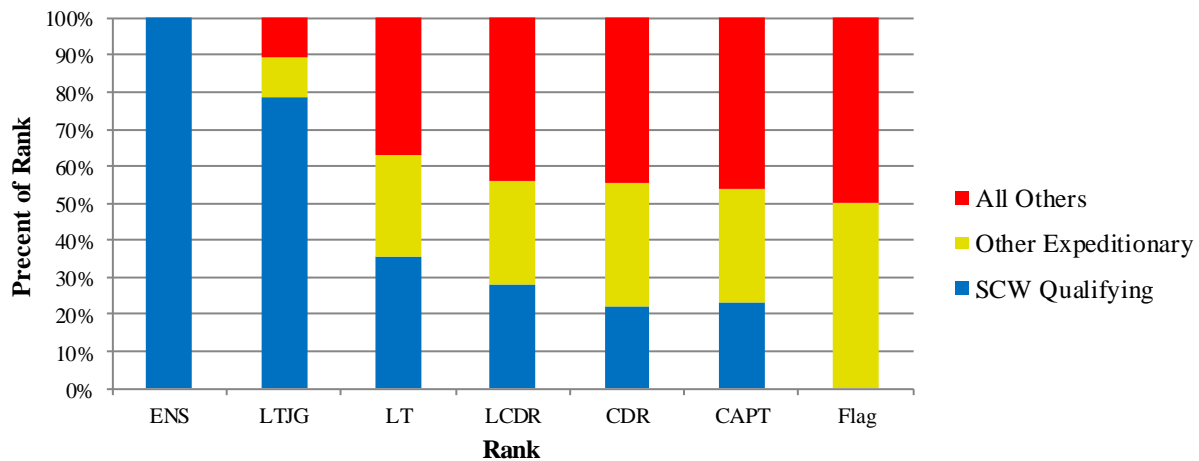
### A. Introduction

The shaping of the billet structure directs the future of the CEC RC. It drives the size and rank structure of the community. The graphs and tables below show billets versus inventory, and rank versus type of billet.

**CEC Reserve Authorized Billets vs Inventory**



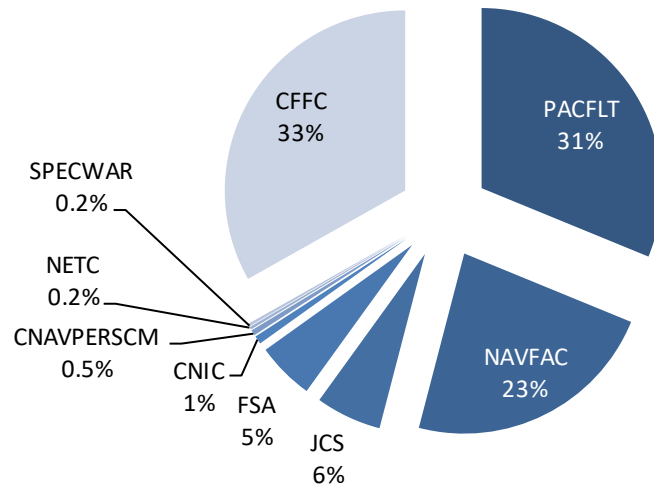
**RC Billet Type by Grade**



## ***B. Billets by Mission***

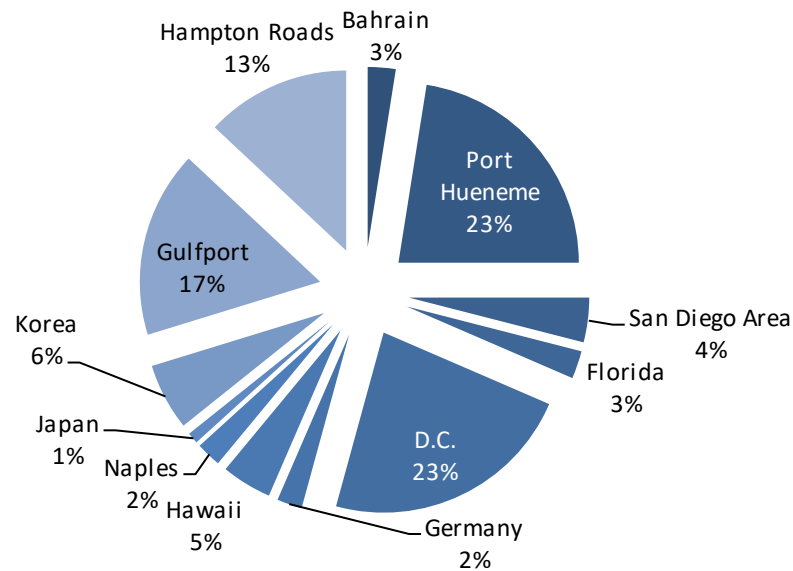
CEC RC officers, just like their Active Duty counterparts, serve in a wide variety of billets. Over 50% of the total officer billets are located in Seabee Battalions and other Naval Construction Force/Expeditionary units.

**RC Billet Breakdown by Claimant**



## ***C. Geographic Location of Billets***

**RC Billet Breakdown by Location**



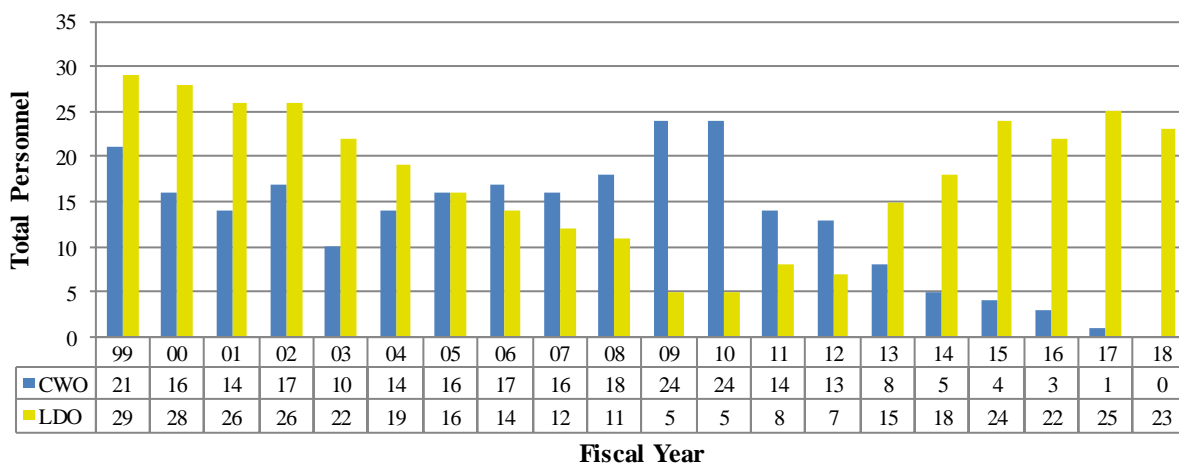
## XIV. RCLDO/CWO Information

### A. Introduction

The CEC RC LDO, designator 6535, and CWO, designators 7535, communities bring additional depth and expertise to the CEC RC. The CWO community no longer has any authorized billets or inventory. Seabees are selected for commissioning as LDOs or CWOs based upon their enlisted performance and technical expertise.

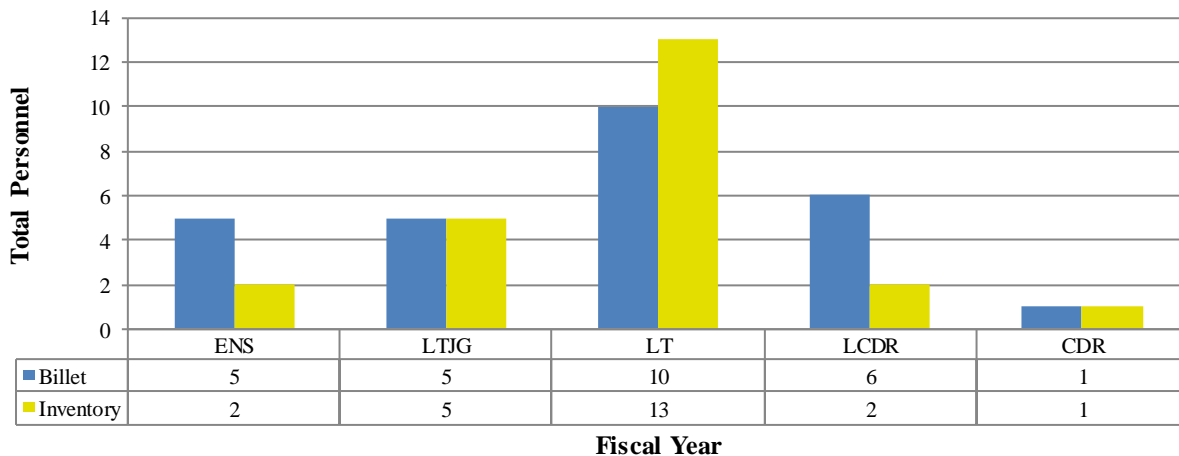
### B. Strength

**LDO/CWO Inventory**



The following graphs and tables provide snapshots of LDO and CWO inventories on 30 Sep 2018, compared to authorized billets.

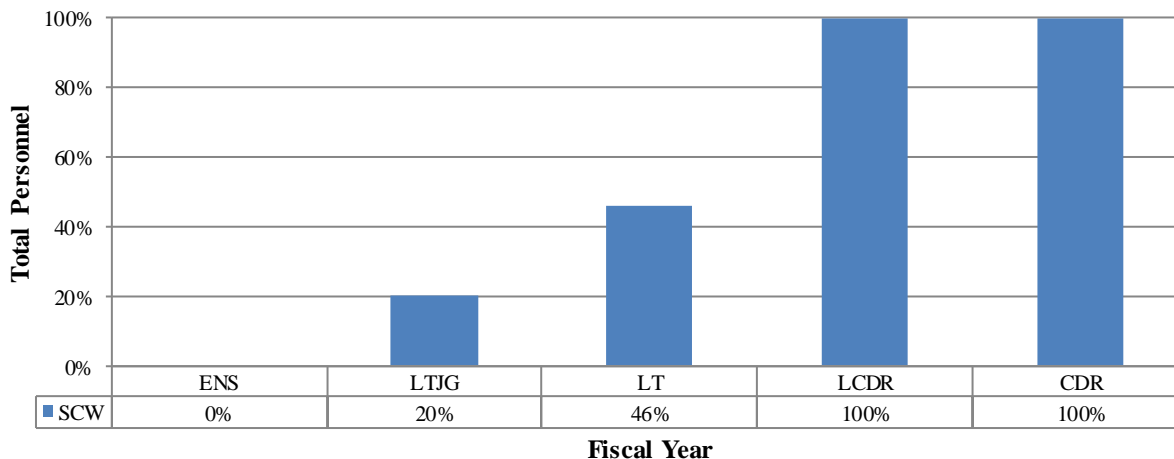
**CEC RC LDO Billets vs Inventory**



### C. SCW Qualification

Seabee Combat Warfare (SCW) officer qualifications are shown in the next graphs and tables for LDOs and CWOs in the CEC RC community.

#### LDO SCW Attainment



SCW Qualification by Rank		
Rank	SCW Qualified	% SCW Qualified
CDR	1	100%
LCDR	2	100%
LT	6	46%
LTJG	1	20%

### D. Promotion Boards

FY-19 promotion boards (held in FY-18) information for LDO is listed below:

FY-18 Selection Board Dates	
Rank	Convening Date
CDR LDO	27 February 18
LCDR LDO	11 June 18
LT LDO	All Fully Qualified Promoted

The table below gives the names of the senior officer in zone and the junior officer in zone for the RC Staff Corps FY-19 Promotion Boards scheduled in FY-18.

FY-19 CEC RC Selection Board In-Zone Eligible Candidates.			
Promotion to Commander (6535) FY-19 Promotion Selection Board			
	Rank / Name	Precedence Number	Date of Rank
Senior In Zone	N/A		
Junior In Zone	N/A		
Promotion to Lieutenant Commander (6535) FY-19 Promotion Selection Board			
	Rank / Name	Precedence Number	Date of Rank
Senior In Zone	N/A		
Junior In Zone	N/A		